



This is a digital copy of a book that was preserved for generations on library shelves before it was carefully scanned by Google as part of a project to make the world's books discoverable online.

It has survived long enough for the copyright to expire and the book to enter the public domain. A public domain book is one that was never subject to copyright or whose legal copyright term has expired. Whether a book is in the public domain may vary country to country. Public domain books are our gateways to the past, representing a wealth of history, culture and knowledge that's often difficult to discover.

Marks, notations and other marginalia present in the original volume will appear in this file - a reminder of this book's long journey from the publisher to a library and finally to you.

Usage guidelines

Google is proud to partner with libraries to digitize public domain materials and make them widely accessible. Public domain books belong to the public and we are merely their custodians. Nevertheless, this work is expensive, so in order to keep providing this resource, we have taken steps to prevent abuse by commercial parties, including placing technical restrictions on automated querying.

We also ask that you:

- + *Make non-commercial use of the files* We designed Google Book Search for use by individuals, and we request that you use these files for personal, non-commercial purposes.
- + *Refrain from automated querying* Do not send automated queries of any sort to Google's system: If you are conducting research on machine translation, optical character recognition or other areas where access to a large amount of text is helpful, please contact us. We encourage the use of public domain materials for these purposes and may be able to help.
- + *Maintain attribution* The Google "watermark" you see on each file is essential for informing people about this project and helping them find additional materials through Google Book Search. Please do not remove it.
- + *Keep it legal* Whatever your use, remember that you are responsible for ensuring that what you are doing is legal. Do not assume that just because we believe a book is in the public domain for users in the United States, that the work is also in the public domain for users in other countries. Whether a book is still in copyright varies from country to country, and we can't offer guidance on whether any specific use of any specific book is allowed. Please do not assume that a book's appearance in Google Book Search means it can be used in any manner anywhere in the world. Copyright infringement liability can be quite severe.

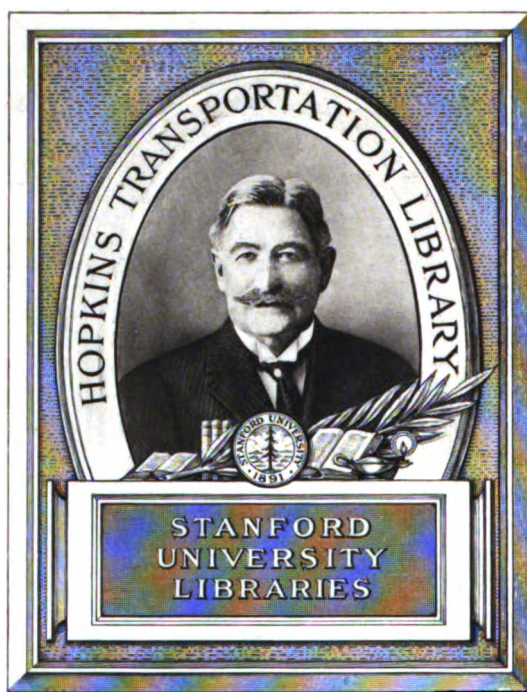
About Google Book Search

Google's mission is to organize the world's information and to make it universally accessible and useful. Google Book Search helps readers discover the world's books while helping authors and publishers reach new audiences. You can search through the full text of this book on the web at <http://books.google.com/>

Stanford University Libraries



3 6105 128 526 402



GIFT OF
Publisher

1-12

The Motorman and Conductor

"Freedom Through Organization"



91



Style No. 20

Wear Better Uniforms

BY putting your trust in a Bloch Uniform of quality you insure yourself against dissatisfaction.

Twenty years of knowing how has enabled us to offer Traction men everywhere the best uniform that money can buy.

Strength in every part that has a strain, materials of proven long-wearing value, design and tailoring of a superior quality that assures every customer the comfort and appearance he enjoys.



Ask your dealer for a Bloch Uniform of Quality. It will pay.

The
Bloch
Company
Cleveland, O.

*Send me, free, a
Trolley Jim Time Book.*

Name.....

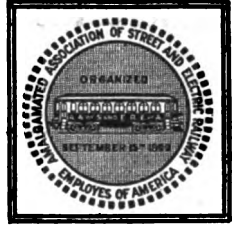
Address

The Bloch Company
Uniforms of Quality
Cleveland - Ohio



The Motorman and Conductor

568075



Vol. 31

DETROIT, MICHIGAN, DECEMBER 1922

No. 1

Published monthly by the Amalgamated Association
of Street and Electric Railway Employees of America.

W. D. Mahon, President,
260 East High Street, Detroit, Michigan

Entered at the Post Office as Second Class Matter.
Accepted for Mailing at special rates of postage pro-
vided for in Section 1103, Act of October 3rd, 1917.
Subscription price - - - - - \$2.75.



INTERNATIONAL ASSOCIATION HEADQUARTERS BUILDING
Detroit, Mich.

In response to many requests coming from Locals for a picture of the International Headquarters Office Building, a picture of the building at 260 E. High St., Detroit, Mich. has been supplied to each Local. Since the distribution of the pictures, there have come requests for a general description of the property. The International Headquarters Building is located in what is known as the Northern outskirts section of the downtown district of Detroit, a step East of Woodward Avenue, upon a lot of 72 ft. frontage, extending back 157 feet. The office building standing upon the front of this lot is 46 ft. front and 38 ft. deep. The ground floor, aside from the entrance areaway, and vault, has three rooms, one at the left being the office of the Chief Clerk and book-keeper. The other two rooms are general work rooms. The rear room is 18 x 36 ft. This room is occupied by stenographers and record clerks. The right front room is occupied by the Record and Subscription Department of the MOTORMAN AND CONDUCTOR. On the second floor in front are two spacious office rooms. The west office on the second floor is the private office of the International President. The East front office on the second floor is the private office of the First Int. Vice-President. In the rear of these offices is a room 18 x 36 ft. utilized for conferences and General Executive Board Meetings. A small office at the West rear of the second floor is occupied by a clerk in charge of the Funeral, Disability, and Old Age and Pensions Departments. Adjacent to this and opening from the lobby on the second floor is the ladies' toilet. Upon the third floor there are five office rooms and a filing room.

ORGANIZATION IMPERATIVE IN COLLECTIVE BARGAINING

The prime purpose of wage workers in organizing is to establish an effective attitude for collective bargaining.

It would seem unnecessary in any way detail to wage earners the advantages in collective bargaining. Individual contracts, or so-called master and servant contracts, are what the wage workers understand they must evade in order to improve wages and working conditions where groups of wage earners are employed in the same trade.

The master and servant contract is the contract sought to be retained by the employing concern that is opposed to the organizing of wage earners. This master and servant contract either expressed or implied, is the terms of employment of which the employee has nothing whatever to say or do. The applicant for employment appears before the employment foreman, superintendent or agent and asks for a job. Where the master and servant contract is expressed, it is so expressed in the application placed before the applicant, to which he must subscribe before he gets employment. That is his signature to the master and servant agreement. Usually, in that application he is supposed to fill out blanks that describe his character, what his previous occupation has been and in later years, oftentimes as to whether he belongs to a union and to what union. Whether the wages and hours in employment are specified in this master and servant agreement, or not, he must subscribe that he will comply with all of the rules and dictates of the employing concern, which comprise the wages, the hours of service and the conditions under which he works. That is the master and servant agreement.

The collective agreement is an agreement entered into by and between the employing company and the entire group of employees who act collectively. This collective agreement becomes the agreement conditions, and the master and servant contract provisions are superseded by it. The collective agreement is made by representatives of the employees as a group, and representatives of the employing concern, usually the Superintendent or Manager.

It will be seen that the collective agreement requires an associating of the employees as a group for the purpose of formulating the proposed collective agreement, and the designating of agreement representatives to place the agreement before the management of the employing concern and negotiate it. Whatever this associate character may be termed, it is a system of organization of wage earners. If either party to the agreement ceases to exist, first, by the company going out of business, secondly, by the group of employees dissolving, then the collective agreement ceases. The moment that the collective capacity of the employees is dissolved, that moment the employees must revert back to the master and servant method of agreement. In some employments the applicant for em-

ployment is not required to sign an agreement. He then enters employment under an implied master and servant contract and that implied master and servant contract comprises the wages and working conditions fixed from time to time by the employing company or management. Usually, in such cases, nothing is said of wage rates, unless in reply to questions asked by the applicant. Courts hold in such case, that the regular wage paid by the concern is the wage recoverable by the applicant.

Unless there is some character of strength or force expressive in the associate character of the employees, the employer will not respect the petition for collective agreement unless the employer can dictate all terms. In such case the associate character of the employees is of no more consequence to them in obtaining advantages in a collective agreement than the ordinary shop committee arrangement of non-union employing concerns. This shop committee type of organization is known as the employer's "Employees' Association," and usually has as its material character that of a relief association. Under this system, employees are controlled by the employing management, equally as effectively as under the master and servant agreement plan, in fact, more effectively. The management in such cases arranges to secretly or openly have control of the selection of the representatives of the organization and uses these representatives in keeping touch with the pulse of all of the employees as a body, and is thus able to discriminate against any employee of strong character and eliminate such employee from the service, thus keeping under control the entire body. Wage earners that give this subject a moment's thought, comprehend this and recognize that company associations of employees place the employees in a less favorable attitude than as though no such organization existed. Where no such organization exists, and the employees become disrestful, it can manifest itself by imminent organization, of which the non-union employing concern is sensitive. Therefore, the greatest protection to the non-union employing concern is the company organization of employees that is always brought passively or actively under the immediate control of the management.

Wage earners observing their helplessness through company organizations, as well as under the master and servant agreement, recognize that the forceful organization must be that established and maintained exclusively of any influence of the employing company. Such organizations have force and such, to a great extent, was the earlier order of organizations of wage workers. When this step is gained, wage workers understand that they can strengthen their force by affiliation with other like organizations, wherein the organizations federate and thus the trade union movement is established.

The trade union movement, or this federated character of organizations of wage earners, has been created on the principle

of the fullest of respect for trade autonomy, with a commitment of each organized group, and each organized craft to assist the other in obtaining the nearest possible to the wages and working conditions resultant from the deliberations of the immediate group or craft. This adds the full force of the federated groups in support of the individual group seeking changes in wages and working conditions. Non-union employing concerns understand this, hence the company organizations and hence the bitter antagonisms of organized labor.

Thus we see that the contention reverts to the question of establishing collective agreement relations in employment. This subject is the contention in all litigation seeking injunctions restraining labor. No injunction is ever granted except on this one principle, and is intended for and aimed at the destroying of the force of wage earners, thereby rendering them incapable of collective bargaining.

The purpose of wage earners in organizing is to obtain to as nearly as possible a plane of equality with employing concerns in bargaining to fix wages and working conditions. The individual wage worker is not on that plane or equality. For instance, where one hundred wage earners are employed, the individual wage earner cannot go up to the employing agent of the concern, Superintendent or Manager, and insist upon a special agreement that will improve his wages and working conditions. Neither can the applicant for employment place before the employer of such a concern a prescribed contract that, if signed by the employing agent would carry to him better wages and working conditions than prevail to the already employed. The helplessness of wage earners in such individual moves is recognizable by every wage earner. The applicant would not receive employment and the employee that would endeavor to supercede his master and servant agreement by an agreement prepared by himself, would be told to seek employment elsewhere, or be content with what the company has dictated.

Were it not for the force that establishes collective agreements there would be no opposition to wage earners joining the trade union movement. It requires no strikes or suspensions of work of groups of employees to establish a relief association. In fact the employer will assist in the establishing of such associations, and assist to such an extent that he will gain control. But the employer does not go out and organize his employees into trade unions of a nature that will seek to establish collective agreements in employment. The non-union employing companies, many of them, however, compel their employees to join company organizations and will presume to those employees that they are working under a collective agreement. But such employees know that they are not working under the trade union collective agreement, wherein they had voice in fixing the wages and working conditions. The only system of organization that yields this force and privilege, is the organization

formed by the wage earners, independent of the employing concern. Such organization is the trade union.

When the trade union collective agreement is placed before the management of an employing concern, the management knows that the officers or committee chosen by the employees to present such collective agreement, are acting more in the attitude of messengers and do not appear as dictators, or as representing themselves individually. They are presenting a code or schedule of wages and working conditions that have resulted from the joint deliberations of the wage earners they represent. The management immediately recognizes the force behind the proposed collective agreement. He cannot dismiss the committee from the service for acting as messengers except that he may assume that their dismissal is the dismissal of the entire roster of employees, which condition constitutes a lockout. In such case the employees well understand that such employer cannot substitute in employment a true member of the organized labor movement. The wage earners in the organized labor movement are pledged to support those wage earners who are thus locked out. They not only support them by remaining away from the employment, and using their influence in deterring the business of the employing concern, but they assist the wage earners financially to sustain in their endeavor to establish collective bargaining. The greater the organization of labor, the greater this force. Student wage earners, comprehensive wage earners, understand this force. That is why wage earners organize and federate.

Collective agreements are not at all times expressed in written and signed contracts. Often groups of wage earners have obtained wages and working conditions through conferences with employing concerns that are verbal in their nature or made known by bulletin, and are made a matter of record on the minutes of the organization, through reports of the negotiating officers and committees. When these rules and wages are changed, the committees are again dispatched to the management with the action of the employees' organization to again negotiate and they are there with the force of the organization behind them, and they obtain a consideration that they could not otherwise obtain. The result may be the issuance of another bulletin or the posting of another order, the direct result of collective bargaining. These results are as much collective agreements, as though written down and signed by both parties. They are the results of the force of the organized character of the wage earners, and their known strength from being federated with other unions. Such managements are cautious not to violate such understandings. Ofttimes this system of collective bargaining works much more to the advantage of the wage earners than being tied for a period with certain set wages and conditions fixed as represented in written, signed collective agreements. The organized force of the wage earners may be at any time applied to change, verbal, or day to

day conditions for betterment, and usually in such cases committees and officers representing the wage earners are kept more busily employed in making advances in wages and working conditions than in cases where these provisions are fixed definitely through yearly conferences or annual collective agreements. However, it has been observed that in the course of time, even the employing concern grows to prefer the annual agreement. This comes, of course, after the wage earners have demonstrated their purpose in maintaining in their organized character. Usually such employing concerns are hopeful of the early dissolution of the organized character of the employees. When they find that this is not likely, and that their wage earners are persistent in maintaining their organization, then such employing concerns yield to the annual written agreement, upon which they look with greater favor, and naturally so, than they do upon the process of continuous interruptions caused in constantly seeking changes as characteristic of day to day verbal collective agreements.

Any condition of employment that results from conference of the committees and officers of the employees acting collectively with the employing management, is a collective agreement, regardless of whether it is written and signed, or whether it is oral. It is manifested as a feature of employment.

The so-called closed shop is not material in the effecting of collective agreements. While the collective agreement applies only to the wage earners that are associated together, the wage earner that keeps aloof from the organization of his associate employees cannot expect any better wages or working conditions than those obtained through the collective effort of his associate employees. Of course, he has not contributed to the force that obtains the wages and working conditions, and in standing out alone, to that measure he has contributed as a hindrance or as a lessening of the force that has obtained results for all of the employees, himself included. Such an element, however, is of the minority. That element of wage earners are necessarily in the minority, otherwise there wouldn't be sufficient force to establish collective agreement. The associate character of the majority of the employees is necessary in all instances to effect collective agreements. No minority is of consequence, except that in its measure the minority lessens the force of the majority in obtaining improvements in employment.

The employee who withholds his membership from the organization is in some measure in some way defective and not up to the standard of mental process of his organized associate employees. His associate employees naturally recognize this and look upon him as mentally defective. Usually it is the influence of fearfulness—in all cases deteriorating selfishness. Such an employee is marked. He may develop to a mental understanding and to a courage to affiliate. Usually his measure of force is so infinitesimal to be of little consequence to the

employing concern, or the organized element of the wage earners on the job. He is rather a subject for sympathy than resentment. Were one to give him credit for being complete as a man, he would accept it as dignifying his attitude. Often such individuals can stand out aloof from their fellow wage earners and assume a defiant attitude towards them, when they are really the last men on the job who would dare assume a defiant attitude towards the employing concern or its management.

Organization is imperative for collective bargaining. And it must be of a nature independent of the forces opposing organization.

THE AMERICAN FEDERATION OF LABOR NON-PARTISAN POLITICAL ACHIEVEMENT

President Sam Gompers of the A. F. of L. upon receipt of a compiled report of the Non-Partisan Political Campaign Committee of the A. F. of L., said:

"There never was such a complete and satisfactory vindication of the wisdom of Labor's non-partisan political policy. It was proven on November 7 as never before that Labor's proper course is to be partisan to principles and not to political organization."

The Non-Partisan Political Campaign Committee of the A. F. of L. in its report, in part says:

"In December, 1921, by direction of the Executive Council of the A. F. of L., circular letters were sent to all State Federations and Central Bodies warning the wage earners of the country of the reactionary forces that were guiding federal legislation. These bodies were urged to appoint legislative committees to keep a record of the votes on measures of interest to Labor and the public.

"March 8, 1922, circular letters were sent to all State and Central Bodies in which it was urged that all municipal and state non-partisan political campaign committees should become more active and confer with farm and other organizations for harmonious action at primaries and on election day.

"April 4, 1922 another circular was addressed to them informing them that it was vital that a vigorous campaign be conducted to place in the national congress and the state legislatures men without regard to political affiliations who would serve the dictates of justice and not the autocratic domination of the exploiting interests.

"July 29, 1922, a special circular was sent to some 40,000 non-partisan political campaign committees urging them to give the widest publicity possible to the following principles:

"1. No freedom loving citizen should vote for any candidate who will not pledge himself to oppose any form of compulsory labor law.

"2. No justice loving citizen should vote for any candidate for any office who will not pledge himself to oppose injunction and contempt proceedings as a substitute for trial by jury.

"3. No freedom loving citizen should vote for any candidate who will not pledge himself to vote for legislation abolishing child labor."

"Early in the year, 1922, conferences were held with representatives in Washington of the various Farmers' Organizations. During the campaign the committee was repeatedly asked by the farmers if certain candidates for Congress were acceptable to Labor. A remarkable feature of this questioning showed that in every instance the farmers were supporting or willing to support the same candidates as Labor. The committee feels sure that this co-operation will continue to a greater extent in the future. A situation arose in Iowa which required your committee to take some action to endeavor to secure the nomination of some outstanding man for U. S. Senator. Representative Sweet of Iowa announced his candidacy. Due to the fact that Mr. Smith W. Brookhart had two years ago made such a wonderful showing in his candidacy against Senator Cummings, it was deemed the most practical course to support Mr. Brookhart wholeheartedly.

"Many conferences with members of Congress or candidates were held by the committee or the Chairman concerning the attitude of labor towards certain candidates. Labor officials of Kansas were urged to begin a campaign to defeat supporters of the Kansas Court of Industrial Relations Act. Arizona was voting on amendments to the Constitution that should be defeated. Nebraska had a referendum vote on an amendment permitting the legislature to pass compulsory labor laws. Missouri, Rhode Island, Massachusetts and other states were also taking referendum votes on questions pertaining to labor. Illinois was preparing for the vote December 12 on a new Constitution, which disfranchised thousands of voters in Cook County by limiting their representation in the legislature. By August 14-18, states had held their primaries and the outcome was most encouraging.

"August 14-24 additional circulars were sent to 2,400 organizers of the A. F. of L. and various Departments, directing the Organizers to visit the various Central Bodies and Local Unions and inform them of the dangers ahead if the wage earners were not awakened to the situation.

"During September, the individual records of every member of the U. S. Senate and House of Representatives were brought down to date and sent to all Central Bodies and nearly 40,000 Local Unions. They also called special attention to the attitude of labor towards members of the Senate.

"During the primary and election campaign organizers were sent into North Dakota, Minnesota, Wisconsin, Iowa, Kansas, Colorado, New York, New Jersey, Indiana, California, Idaho, Washington and Pennsylvania. Special circulars were sent into Nevada in the interest of Senator Pittman; to Wyoming in the interest of Senator Kendrick; Minnesota in opposition to Senator Kellogg; to Wisconsin in favor of Senator LaFollett; to New York State

for the purpose of organizing non-partisan political campaign committees, to oppose Governor Miller, Senator Calder and other antagonists of labor.

"The Publicity Department of the A. F. of L. was very helpful in spreading broadcast, the principles of labor and in acquainting the voters with the issues at stake.

"President Gompers made a number of addresses. He attended the American Legion Convention in New Orleans and spoke in New Jersey and Connecticut. He held numerous conferences in the cities he visited. He wrote many articles in the Federationist bearing upon the political situation. Statements for the press on political and labor questions were frequently written by him and received wide publicity. Just before the election was issued the Bugle Call, which was printed in a majority of the daily papers and the labor press, and the American Federationist.

"The Committee believes that through Labor's influence many victories were won.

"In Minnesota Labor supported Mr. Shipstead, independent candidate for Senator. He was successful over Senator Kelly. A surprising feature of the Minnesota situation is that the leaders of the Democratic organization desired the withdrawal of the Democratic candidate for Governor.

"In Washington Mr. James A. Duncan was nominated. President Gompers, in a letter to him, informed him that his candidacy was apt to draw enough votes away from Mr. Dill, the Democratic candidate to permit the election of Mr. Poindexter. He refused to withdraw. The vote given Mr. Duncan, however, was not large enough to re-elect Sen. Poindexter. Your committee believes that no individual member of the labor movement should allow himself to be forced into a political contest which would result in the election of a bitter and relentless antagonist to labor.

"The result in Kansas was a victory for Labor. A conference of representatives of labor organizations met in Emporia, Sept. 18 to arrange for a campaign that would defeat all candidates in favor of the Kansas Court of Industrial Relations Act. As a result of that conference Governor Allen's candidate for Governor was defeated by a bitter opponent of the Act.

"Letters and telegrams from us were very helpful in the election of Mr. Geo. P. Hunt, as Governor of Arizona. The candidacy of Mr. Smith, as Governor of New York was heartily supported by the National Non-Partisan Political Campaign. The election of J. J. Blaine for Governor of Wisconsin, A. Victor Donahey for Governor of Ohio, Fred H. Brown for Governor of New Hampshire, Wm. H. Flynn, for Governor of Rhode Island; Wm. E. Sweet, for Governor of Colorado; and J. J. Scrugham for Governor of Nevada were also the result of labor's activities.

"At a meeting of the New York State Federation of Labor President Gompers mentioned former Governor Smith as the next Governor of New York. The sentiment expressed in that Convention set the

state aflame for Smith. The enormous majority he received demonstrates conclusively that he had the support of labor and forward-looking citizens.

"The election of Mr. J. C. Walton, as Governor of Oklahoma, was another victory for the wage earners. They joined the farmers and made an excellent campaign.

"The Committee was very active in the primary campaign, which resulted in the defeat of a number of anti-labor members of Congress, among them Senators New and McCumber, and Representatives Campbell and Copley. Organizers were sent into Idaho to help in defeating a plan to destroy the direct primary. President Gompers also wrote a letter to Senator Borah, which was used in the campaign.

"Among the successful candidates for Senator, supported by the American Non-Partisan Political Campaign Committee are:

Arizona—Henry F. Ashurst, Dem.
California—Hiram W. Johnson, Rep.
Delaware—Thomas F. Bayard, Dem.
Indiana—Samuel M. Ralston, Dem.
Iowa—Smith W. Brookhart, Rep.
Maryland—William Cabell Bruce, Dem.
Michigan—W. N. Ferris, Dem.
Minnesota—Henrik Shipstead, F-Lab.
Mississippi—Hubert D. Stephens, Dem.
Montana—Burton K. Wheeler, Dem.
Nebraska—R. B. Howell, Rep.
Nevada—Key Pittman, Dem.
New Jersey—Edward I. Edwards, Dem.
North Dakota—Lynn J. Frazier, Rep.
New Mexico—Andrieus A. Jones, Dem.
New York—Royal S. Copeland, Dem.
Rhode Island—Peter G. Gerry, Dem.
Tennessee—Kenneth D. McKellar, Dem.
Utah—William H. King, Dem.
Virginia—Claude A. Swanson, Dem.
Washington—C. C. Dill, Dem.
West Virginia—Matthew M. Neely, Dem.
Wisconsin—Robert M. LaFollette, Rep.
Wyoming—John B. Kendrick, Dem.

"The following candidates opposed were defeated:

Delaware—T. Coleman duPont.
Indiana—Alfred J. Beveridge
Michigan—Charles E. Townsend
Minnesota—Frank B. Kellogg
New Jersey—Joseph S. Frelinghuysen
New York—William H. Calder
North Dakota—Porter J. McCumber
Ohio—Atlee Pomerene
Washington—Miles Poindexter
West Virginia—Howard Sutherland
Wyoming—Frank W. Mondell

"While a report was made to the Executive Council and to the American Federation of Labor convention held in Cincinnati on the activities of the National Non-Partisan Political Campaign Committee up to that time, it was deemed best to include that portion in the full report of what was done during the entire primary and election campaigns. The result has been gratifying. The lack of funds proved a hindrance in sending out as many speakers as it was hoped to the various states. We utilized the activity of the A. F. of L. Organizers. Most of the meager funds at our disposal were utilized in the printed word. The A.

F. of L. is most fortunately situated to be of service not only to labor but to the high aspirations of the masses of our people. Our international unions, state federations, city central bodies, their non-partisan legislative committees and our organizers are permanent bodies through whom may be conveyed the necessary activities in order that the rights and welfare of the masses of our country may be protected and promoted not only upon the economic but also the political field. We cannot too highly commend the spirit of solidarity and activity so excellently displayed. For our part, we may also add that we gave every effort within our power to contribute to the accomplishment of the results both in the primaries and the recent elections.

"Your committee recommends that it be authorized in the name of the Executive Council to endeavor to bring about co-operation of all labor and progressive organizations and groups so that there may be unity of action to protect and promote the rights and interests of the working people and the people generally.

"(Signed) SAMUEL GOMPERS,
"FRANK MORRISON
"JAS. O'CONNELL,

"Executive Committee, A. F. of L. National Non-Partisan Political Campaign Committee."

The Committee presents a summary of Congressmen elected either because directly supported by the American Federation of Labor Non-Partisan Political Campaign Committee, or because of its opposition to their opponents. The Summary shows the election thus of 97 Democrats, 57 Republicans, one Farmer Labor Party and one Independent Party.

MINNEAPOLIS CO-OPERATIVE CREAMERY CELEBRATES VICTORY OVER PROFITEERS

From an idea of locked-out milk wagon drivers and creamery workers in the fall of 1919, to the largest milk distributing institution west of Chicago is the record of the first three years of the Franklin Co-operative Creamery Association of Minneapolis. This great achievement of one of the most successful co-operatives in America has just been celebrated by the opening of a new plant which will triple the capacity of the Creamery. With a milk, butter, cheese, and ice cream plant second to none in the country, delivered to the consumer at a price which has broken the local milk combine, the Franklin Co-operative Creamery has long since passed the million dollar mark in its business.

Here are some of the accomplishments of this big co-operative creamery, born of the efforts of thirteen men who believed in the co-operative ideal and worked unsparingly for its realization. On the opening of the first plant in March, 1921, the creamery handled 8000 gallons of milk. Since September, 1922, exactly 8,000 gallons are pasteurized and distributed daily. The total

sales for the nine months of 1921 amounted to \$844,063.39. A year later the business had climbed to \$1,185,630.00 for a similar period.

But while sales were mounting up to over 140 per cent, the net earnings for these nine months actually increased over 220%, from \$37,539.46 in 1921 to \$83,412.17 in 1922. The Franklin Co-operative, with 5,700 shareholders backing it, is now serving over 25,000 homes with milk and other dairy products daily, besides a large number of stores and restaurants. It distributes on an average of 1,300,000 bottles of milk and cream per month, and churns on an average of 100,000 pounds of whole milk butter.

Sanitary standards are strictly observed in this people's creamery. In fact the Franklin Co-operative is the only milk distributing concern in that part of the country which willingly publishes its butter-fat tests and bacteria counts. The milk report of the Minneapolis Health Department states that the Co-operative has improved the quality of milk served to the consumers of that city about 100 per cent. If the Creamery had never been able to pay its stockholders a cent of dividends, the improved quality and the decrease in the price of milk for which the Creamery is responsible would still have made the investment highly profitable.

The Franklin Co-operative Creamery is still young—only beginning its third year—but has already shown the way to other co-operative enterprises throughout the country such as the splendid co-operative dairies in Waukegan, Ill., Cleveland, Ohio, Fairhope, Ala., Spokane, Wash., and other progressive cities. These successful co-operatives are proving beyond question that industry organized for service rather than profit is not a mere theory, but a practical and profitable possibility.

THE HIDDEN REASON FOR THE SUBSIDY

Let the truth be told about the reason for Mr. Harding's ship subsidy. It cannot be to benefit our foreign trade, else the Administration would not have enacted a tariff law which effectively shuts out the goods of foreign countries. The fattest subsidy imaginable cannot give us a thriving foreign commerce when we enact the highest high tariff in our national history to prevent the interchange of goods with our neighbors.

The facts presented above prove that the subsidy bill will benefit neither the farmer nor the wage earner. In fact, instead of insuring decent pay for American seamen, it robs them of the little protection they now enjoy. Obviously the bill does not benefit the taxpayers of the country, but gives away for a song the vessels bought with their money, and holds them up to the extent of fifty million dollars or more per year for the enrichment of a few favored ship owners.

Nor is it true that a subsidized merchant marine will be a "guarantee against war." If America had a million merchant vessels armed to the mastsheads and capable of being transformed into naval transports over night, the experience of 1914-18 proves that they would stir up far more wars than they could ever prevent. But why provide at huge cost a naval reserve and transports for "the next war?" Transports are only needed to take men overseas to fight against other people—not for national self-defense. This argument for the ship subsidy comes with poor grace from the president who solemnly declared at Arlington that "war must never come again."

No one in the country will ever benefit from this high handed subsidy graft but the stockholders of the shipping companies. It is a bonus for the shipping interests, pure and simple. It is proposed by the same president who could not find a penny for the soldiers' bonus, although they rendered incalculable and unselfish service for the nation. "These ex-soldiers," Mr. Harding said, "must know that nations can only survive where the public treasury is locked against class legislation." Is it any less class legislation for a few shipping corporations to be given \$300,000,000 from the public treasury in ten years for operating ships presented to them by the government for half this political subsidy?—Brotherhood of Locomotive Engineers Journal.

A NEW FUEL

"Necessity is the mother of invention"—so goes the old adage.

One of the most interesting and convenient methods of supplying heat on a small scale, inexpensively is a remarkable fuel, recently developed, called Sterno Canned Heat. This fuel is a practical and convenient way of getting heat at a moment's notice indoors or out. It is always ready.

The uses of Sterno Canned Heat are countless. This fuel is useful for preparing light meals or lunches, for heating shaving water, making tea or coffee. In fact it can be used in any instance where heat is needed quickly, at home, at work or at play. Women use it for ironing and heating the baby's milk and it is splendid when hot water is needed in emergencies, such as for the hot water bag in the middle of the night; motorists, campers, hikers and travelers find it the handy fuel on their trips. Sterno Canned Heat is clean, odorless and smokeless and confined in a compact little can that takes up little room. It is truly a remarkable as well as useful fuel for every need.

Among the trade unionists elected to Congress in the recent general election, is Vice-President Geo. J. Schneider of the International Paper Makers of Appleton, Wis. He was elected by a majority of 11,000 votes in the Ninth Wisconsin Congressional District.



The Motorman and Conductor



Official Journal of the Amalgamated Association of Street and Electric Railway Employees of America

PUBLISHED BY THE ASSOCIATION
Monthly, at 260 E. High St., Detroit, Mich.
W. D. MAHON, President

EXECUTIVE COUNCIL

W. D. MAHON	International President
WM. B. FITZGERALD	First Vice-President
P. J. O'BRIEN	Second Vice-President
W. S. MCLENNATHAN	Third Vice-President
WM. P. JENNINGS	Fourth Vice-President
FRED A. HOOVER	Fifth Vice-President
GEORGE A. DEAN	Sixth Vice-President
P. J. McGRATH	Seventh Vice-President
FRANK O'SHEA	Eighth Vice-President
THOMAS F. SHINE	Ninth Vice-President
ALBERT E. JONES	Tenth Vice-President
JAMES LARGAY	Eleventh Vice-President
J. B. WILEY	Twelfth Vice-President
M. J. MURRAY	Thirteenth Vice-President
C. U. TAYLOR	Fourteenth Vice-President
L. D. BLAND	International Treasurer

GENERAL EXECUTIVE BOARD

EDWARD McMORROW	A. H. BURT
MAGNUS SINCLAIR	WILLIAM F. WELCH
P. J. SHEA	J. B. LAWSON
JOHN H. REARDON	WM. B. FITZGERALD
R. L. REEVES	Secretary

Correspondents will please address all communications for publication to R. L. REEVES, Editor.

Subscriptions payable to W. D. Mahon, President.

SUBSCRIPTION

Per Annum, \$7.50

Single Copy, 10 cents

ASSOCIATION

Articles of Constitution

Section 1. The objects of this Association shall be to organize Division Associations.

Sec. 2. To place our occupation upon a high plane of intelligence, efficiency and skill; to encourage the format on in Division associations of Sick Benefit Funds; to establish schools of instruction and examination for imparting a practical knowledge of modern and improved methods and systems of transportation and trade matters generally; to encourage the settlement of all disputes between employer and employees by arbitration; to secure employment and adequate pay for our work; to reduce the hours of daily labor and by all legal and proper means to elevate our moral, intellectual and social condition.

Unsigned communications cannot be published. Names of correspondents will not appear with their products unless by special permission of the correspondent. Matter for publication should be in not later than the 2nd of the month, and should be written on one side of the paper.



Selfishness results in classification. There is no selfishness in the teachings of Christ. The diversion from those teachings is the result of selfish processes.

The MOTORMAN AND CONDUCTOR, at this time, conveys best wishes for a merry Christmas and happy New Year to all members and those associated with them in the relations of life.

There is no better element within the realm of mankind to whom is better privileged than electric railway men to bear good will to mankind. Electric railway men are in touch with the public, all classes at all times, and prepared to convey to them the characteristics of their own personality.

Viciousness, selfishness and impatience conveyed from a conductor or motorman to the public or any element of the public, is not expressive of the proper classifications necessary in continuously dealing with the public. Those elements expressed, will reflect not only on the individual conductor or motorman, but upon his associate employees as well. Although they are not guilty they become the victims.

Christmas is the Birthday of Christ. The Yuletide bears commonly upon all classes of peoples of the Christian world. It bespeaks the Brotherhood of Man. It marks the rising to the surface of the good that is in man. It is the fault of man that promptings of Yuletide do not carry through the entire period from one Christmas to another. What is that fault in man, and what are the promptings of that fault?

Labor cannot organize and maintain and record accomplishments except that accomplishments are measured by the spirit of common brotherhood and mutual good will of the membership. The Amalgamated Association passes from the old year with a record of most satisfactory accomplishments. This is due to the mutual self-help spirit of the membership and the kindly brotherhood spirit that prevails among the membership that is so necessary in establishing confidence and good will with the public. The properties upon which we are employed are dependable, in a large measure, upon good will of the public, and there are none other than motormen and conductors who can so contribute to the establishing and maintaining of that good will.

The Association of Dutch Railway and Tramwaymen of Holland seeks information as to whether the one-man car in American Cities is satisfactory, first, to the companies; second, to the public; third, to the employees. The General Secretary of the Holland Tramwaymen's Association states that the employing properties in Holland are paving the way to introduce one-man cars in Utrecht and other cities of that Country, by presenting to the public that the cars are now generally used in the United States and are proving very satisfactory to the public. Local officers of the Amalgamated Association desiring to supply the Association of Dutch Railway and Tramwaymen with information on the one-man car may do so by addressing the General Secretary, Dutch Railway and Tramwaymen's Association, Bilstraat 198, Utrecht Holland, who will be pleased to receive any information that may assist the employees in repelling the one-man car.

FROM LATE REPORTS OF INTERNATIONAL OFFICERS

International President W. D. Mahon, early in November, visited St. Louis, Mo., in the interest of Division No. 788. While there he attended and addressed a meeting at which a new power house upon the St. Louis street railway property was dedicated. He was there in advisement with Int. Vice-Pres. Frank O'Shea. He addressed meetings of the Local and attended conferences with the management of the company. He also, upon this trip, gave instructions to G. E. B. Member John H. Reardon upon the affairs in connection with agreement work upon the Illinois Traction system, and placed him in charge of that work. Following his trip West, Pres. Mahon, with Int. Vice-President Wm. B. Fitzgerald visited New York State upon Association work, taking in the Buffalo situation, where the members of Division No. 623 are locked out. He reports the Buffalo Local standing strong in their contest in protest of the lockout. What cars are running have but small patronage. November 17-20, he visited Toronto, Ont., and again Buffalo, N. Y. At Toronto he attended and addressed the anniversary meeting of Division No. 113, which was signalized by a banquet and the attendance of the officials of the company and city. At Buffalo he found the members of Division No. 623 in good spirits and possessed of undaunted determination to continue their resistance of the destructive policy of the "Mitten Management." Returning to the General Office he found that the two arbitrators chosen in the wage dispute of the Detroit United Railways and the D. U. R. Locals had completed the construction of the Board of three members and were prepared to take up the hearings in the case. Hearings opened Tuesday November 21. The Board as completed comprised Chairman of the State Utilities Commission, Hon. Wm. Potter, of Hastings, Mich., and Messrs. John Russell, chosen by the company, and Carey D. Ferguson, chosen by the Locals. The hearings progressed throughout the week of November 20, and the case was pleaded by Attorney Fitzpatrick of the Company and President Mahon on Monday, November 27. A decision was reached Tuesday, November 28, signed by Arbitrators Potter and Ferguson. The decision appears in another column of this issue. No reduction in wages or changes in agreement relations were sustained. An increase of 5 cents per hour obtained to the operators of one-man cars in Pontiac, Ann Arbor and Mount Clemens.

First Int. Vice-President Wm. B. Fitzgerald early in November visited Cincinnati, Ohio, in the interest of Division No. 627. He addressed meetings of the Local and advised with the officers upon some matters that had arisen which were of concern to the membership. He advised with the officers of the Toledo Local upon the one-man car problem where the manage-

ment had purposed to extend the one-man car operation. He found the people opposing this procedure and a resolution was finally adopted by the city council eliminating the one-man car from the service. During the close of November he assisted the International President in the preparation of the case of the Locals, the members of which are employed upon the Detroit United Railways and subsidiary properties for presentation in the wage arbitration in which those members were involved. He also had under his advisement, the procedure and negotiating of wage and working schedules of the Detroit City Railway Branch of Division No. 26, which work was pending final conference at the close of November.

Second Int. Vice-Pres. P. J. O'Brien, early in November, visited Boston, where he made an investigation of a matter touching the affairs of Division No. 589, upon which he was detailed. He also met with a committee of the Mass. Locals at which meeting a petition was formulated to present to the State Utilities Commission, petitioning regulation of the operation of the one-man car upon various systems in that State, where their operation under present regulations is a menace not only to the public but to the operators themselves. At Bridgeport, Conn., he advised with the officers of Division No. 459, upon the cases of two members who had been dismissed from physical reasons. A physician chosen by the Local made an examination in each case, the result of which concurred in the report of the company and the cases were dropped. Per his report of December 3, he was engaged in agreement work in the interest of Divisions No. 22, Worcester, and 448, Springfield, Mass. These Locals are seeking a renewal of agreement.

Fourth Int. Vice-Pres. Wm. P. Jennings, in November, was detailed to visit Division No. 790, Montreal, Que., upon matters affecting the Local and upon which he later made a report to the International President

Eighth Int. Vice-President Frank O'Shea, while in St. Louis, Mo., assisted Division No. 788 upon agreement work and was with International President W. D. Mahon in attendance at the dedication of a new power house constructed upon the properties of the St. Louis street railway company. He also attended the meetings of the Local at which he and President Mahon addressed the members upon affairs of the Association. He visited E. St. Louis, Ill., where he assisted Division No. 125 in the adjustment of an account growing out of the 1920 arbitration proceedings, which were halted by court injunction and later settled out of arbitration. From St. Louis he returned to Buffalo, N. Y. where he resumed charge of the Buffalo lockout in the interest of members of Division No. 623. Per his report of December 1, the situation in Buffalo was in no way discouraging to the locked out members.

Eleventh Int. Vice-President James Largay, early in November, was dispatched to Canton and Akron, Ohio. At Canton trouble had arisen from a feature of the by-laws of Division No. 702, which required the obtaining of application and application fees from men under instruction. Three members were charged with violating this provision. They tendered explanations, which were forwarded by report to the International President and the cases were settled upon the International President's ruling. While in Canton, Brother Largay attended a meeting of Division No. 696, where he explained the Buffalo Lockout situation. The Local donated \$100 to the Buffalo men. At Akron, Division No. 98 was involved in a contention relative to bus service, which the company had installed. The members contended that these bus runs should be subject to seniority choice, whereas the company had placed new men upon them. Brother Largay advised the Local that the bus operators should be taken into membership. He later visited Amsterdam, N. Y., where a complaint rested against the Financial Secretary of Division No. 923. Brother Largay audited the accounts and found a shortage of \$141. He succeeded in having the shortage paid to the Local and a new Financial Secretary was installed. At Newburgh, N. Y. he found Division No. 388 confronted with the proposition of manning busses. The busses were given out to the members, but the company held that the agreement covering street railway operation does not cover bus operators, and the management was hesitating to recognize this service as within the agreement. The Manager was prevailed upon to place the petition of the Local for the inclusion of the bus runs in the agreement in the hands of the bus line directors. The situation was thus awaiting reply from the directors of the bus line. Per his report of December 2, Vice-President Largay had returned to his home in Utica.

G. E. B. Member Edw. McMorrow, early in November, visited Danville, Ill., upon a grievance of Division No. 772. The case was that of seeking reinstatement of a dismissed member. While there he also conferred with G. E. B. Member John H. Reardon upon the agreement work in progress upon the McKinley System of electric Railways. Leaving the results of a conference upon the case involving Division No. 772 to be received by the Local Officers and Board Member Reardon, he returned to Chicago, where he had under his advisement the wage subject of the Kankakee Branch of Division No. 241. This property is under court control and separate from the Chicago city property. The receiver insisted upon a reduction in wages. The men were protesting. However, with the company officials it was a case of reduction of wages or suspension of service. The men finally concluded to continue work for the present under the reduced wage rates. By his report of December 2, Board Member McMorrow was assisting Division No. 517,

Gary, Ind., upon wage agreement work upon the Gary and Crown Point, and the Valparaiso Lines. This work was in a conference stage.

G. E. B. Member Magnus Sinclair visited Division No. 107, Hamilton, Ont., where he found strife existing within the Local involving the subject of seniority. He addressed the Local advising caution in the relations of the members and reports that he is convinced of the solidarity of the vast majority of the membership. He was later dispatched to San Francisco, Calif. in the interest of Division No. 518, where he had arrived per his report of December 3.

G. E. B. Member P. J. Shea, who was afflicted with appendicitis and underwent a successful operation in a hospital in Scranton, returned to his home November 7, and per his report of December 3, his full recovery at an early date was assured.

G. E. B. Member John H. Reardon, during the month of November assisted the Locals upon the Illinois Traction System upon agreement work. By his report of December 2, working conditions for the new agreement had been agreed upon, and the subject of wages was pending further conferences. Five Locals are involved. He also assisted Board Member McMorrow and Division No. 702, Danville, Ill. upon a grievance case.

G. E. B. Member Wm. F. Welch, who per last report was suffering from a severe attack of neuritis was advised that much of his affliction resulted from impaired teeth. Treatment resulted in his recovery sufficient to visit E. Liverpool, Ohio and Pittsburgh, Pa., in the interest of Divisions Nos. 52, and 85. The occasion was that the Beaver Valley Railways, part of the Pittsburgh System had undertaken to extend its operation upon a section of track owned and formerly operated by the E. Liverpool Company, which property became involved in the E. Liverpool lockout. The cars of the Beaver Valley Lines are operated by members of Division No. 85. Division No. 85 had raised the question as to whether its members could consistently perform this work. A conference was held with the officers of Division No. 85, attended by President Hugh Thorn of Division No. 52, and Board Member Welch, at which it was concluded that the extended operation of the Beaver Valley Line would have no effect upon the E. Liverpool situation and that thus the members of Division No. 85 would not become involved in the E. Liverpool lockout by such operation. Brother Welch reports under date of December 3, that he has quite fully recovered from his recent sickness.

G. E. B. Member James B. Lawson, early in November, attended meetings of Division No. 893, Winston-Salem, N. C., where he assisted the Local in re-adjusting itself by the election of a new set of officers, and he

reports the Local again to be in good working shape. At Charleston, S. C. he took up the work of assisting Division No. 610 upon agreement negotiations. They were unable to agree upon the wage rates and the subject was submitted for arbitration. The company chose as its arbitrator, Attorney B. A. Hagood, and the Local named Mr. H. D. Hartmann. By the report of Board Member Lawson of December 2, the case is pending the choosing of a third arbitrator.

STRIKES AND LOCKOUTS

St. John, N. B.—Division No. 663 is reported as strong in purpose as at any time since the members were denied the right of employment as an organized body. This situation will go down in the history of the Amalgamated Association as distinctly signal. Not only have the members of the Local protested industrially, in an effective way, but they have directed their civic course in the interest of the public and served as a vital element in the recent municipal election when a Mayor and Councilmen, creditably respondent to the public were elected. As the result of the election, a proposition has been placed before the Company for the purchase of its properties, when the properties will be operated under a municipal ownership and operation program. This will end dictatorship by a private concern for profit only, regardless of service to the public.

Columbus, S. C.—Division No. 590 reports no change in the lockout condition imposed upon the members of the Local by a self-seeking, private company management. The property is being operated at a considerable loss in order to carry out the purpose of the management to deny its employees the collective right of agreement.

E. Liverpool, Ohio.—Division No. 52 reports no particular change in the street railway conditions. The city council has cited the street railway company into court to show cause why it does not comply with the franchise and abide by the recent arbitration award that was made under the franchise provisions, which contain an arbitration clause. All parties are awaiting the action of the court upon this question.

Lackawanna, N. Y.—The Buffalo and Lackawanna Branch of Division No. 624 reports a continuance of the strike that was instituted June 30 in protest of an arbitrary wage cut. The members involved in this strike are yet persistent in carrying it on to a successful finish. The management of the property is standing obdurate.

Buffalo, N. Y.—Division No. 623 submits a most encouraging report. On July 1, the management of the International Railway, which comprises the Buffalo City Street Railways and Interurbans extending from Buffalo to Niagara Falls and Lockport, put up the bars against further employment of

members of Division No. 623 and insisted upon the denial of collective agreement relations. This was the culmination of the processes of the "Mitten Management" of Philadelphia that had taken over the operation of the Buffalo Lines. The "Mitten Management" in Philadelphia, when it took over the operation of the Philadelphia Rapid Transit System, found a Local of the Amalgamated Association existing that comprised nearly one-half of the motormen and conductors employed upon the property. These members were involved in an internal strife of which it was easy for the "Mitten Management" to take advantage. Among the unorganized, which were the major portion of the employees, were those who had been gathered as strike breakers in previous discords resulting from attempts of certain employees trying to establish the right of collective bargaining. Mr. Mitten could have found no more fertile ground. The City of Philadelphia came to the rescue of the property financially, which was a convenience to the new management to advertise that the success of the property was due to new policies of management. By eliminating the Amalgamated Association from employment, the management expanded its company relief association, to function along the policies of organizations that existed in Kansas City and other non-union towns, where employing managements had been able to impose so-called protective and relief associations upon its employees as a barrier against the organizing of the employees. It was cheaper to contribute \$10, \$12, or even \$24 per year per employee to an institution of this character, and supply the members with sick and death benefits, and insurance provisions, than to permit them to organize as a trade union with an equality in contract relations that would exact from \$100 to \$300 per year per man more in wages. The "Mitten Management" was aware of the fact that the Philadelphia Street Railway men, who were organized, had the credit of having increased wages to their employees through their efforts as an organized body prior to the taking over of the property by the "Mitten Management." However, those men had met with vicious opposition, but they had been strong enough to maintain themselves, and through two or three strikes increase their wages and improve their working conditions. This element yet sought some method of wage adjustment and to pacify them, the "Mitten Management" assured them that their wages would be equated by taking the wages of four union cities—Chicago, Cleveland, Detroit and Buffalo—as a standard of the wage that should enure to the Philadelphia men. This policy was followed until increases in Chicago, Detroit, Cleveland and Buffalo effected a wage regarded by the "Mitten Management" as impossible as a profit wage upon the Philadelphia property. The maximum rate that should have prevailed at that time in Philadelphia was 72½ cents per hour. Mr. Mitten had his company organization so thoroughly effected at that time that he was able to control the

employees and succeeded in warding off the 72½ cents per hour. It was about this time that the policy had become so proclaimed that he was chosen to take charge of the Buffalo properties, as well as the Philadelphia properties. The first move in Buffalo was to slash the wage from 60 cents to 55 cents per hour, thus reducing the requirement in Philadelphia 1¼ cents per hour. Then came recessions of wages in Cleveland and Detroit, when again the equated wage was available to the Philadelphia men. The savings to the Philadelphia Company amounted to hundreds of thousands of dollars and the saving was the direct result of the fact that the Philadelphia men were not organized. It was the marked purpose of the "Mitten Management" to destroy the organization in Buffalo that wages might further be cut in that city and thus another reduction be imposed upon the Philadelphia men. They believed that they had the Buffalo men so cowed that they would not protest. But they found when they put the last 2½ cents reduction notice up that the men were yet thoroughly organized and were prepared to resist it. This was the cause of the lockout in Buffalo. Immediately the "Mitten Management" was able to coerce some 750 Philadelphia men to enter Buffalo as strikebreakers. The paliating policy of the "Mitten Management" designated them as "vacationists." The "Mitten Management" had behind it the entire force of the State government, from the Governor down, and the fight in Buffalo has gone on, with the "Mitten Management" resolutely ignoring the patrons of the property who granted to the Buffalo Company the concessions that permits the company to operate street railways. The type of government in the State of New York has changed. The newly elected administration is less of the aristocrat and more in touch with the pulse of the people. The new administration will be more responsive to the public weal and it is believed that further continuance of the protest of the Buffalo employees who are locked out will be on a more level ground after the new administration takes charge of New York State's affairs. The "Mitten Management" is made up of the element that fought the Colonies in the days when our forefathers struggled to establish the American Republic. Messrs. Mitten, Tulley and others of the management are immediate imports from the descendants of the Tory element of the British Empire that our forefathers were compelled to battle to obtain the least prestige of American liberty. It is not remarkable that this Tory paternalism should proceed under the policies of the so-called "Mitten Management." The Buffalo Street Railway men are strongly supported by the public. In fact the "Mitten Management" is really fighting the general public of Buffalo and taking advantage of the absence of home rule in Buffalo. Late reports are that there are no features discouraging to the Buffalo members and they desire to extend an expression of gratitude to the entire Amalgamated Association for the

splendid support they are receiving while they are on the firing line fighting an important battle for every unit of the Amalgamated Association.

DETROIT UNITED RAILWAY WAGE AWARD

The arbitration of the wage dispute that involved the employees of the Detroit United Railways and subsidiary companies, came to an end November 28 by the issuing of an award signed by Arbitrators Wm. W. Potter and Carey Ferguson. Mr. Potter was chairman of the Board and Mr. Ferguson was the member of the Board chosen by the Employees' Associations. The arbitration involved the motormen and conductors employed in the Cities of Flint, Port Huron, Pontiac, Ann Arbor, and Mt. Clemens, Mich., and the interurban roads radiating from Detroit to Jackson, Flint, Port Huron, Pontiac, Orchard Lake, Birmingham and Northville, Mich., and Toledo, O. The total number of employees involved aggregated 1,041 motormen and conductors. Flint City motormen and conductors are the largest single unit of the various groups. In Flint City, 224 motormen and conductors are employed. The purpose of the Company was to reduce the wages to the Flint City men 5 cents per hour, which would establish wage rates for them of 50 cents per hour for first 3 months service men, 53 cents per hour for the next 9 months service men, and 55 cents per hour to those of more than one year of service. In Port Huron, Ann Arbor and other cities it was the design of the company to reduce the wage rates to the rates it had determined upon for the Flint City men, but as city men in Ann Arbor and Port Huron were receiving but 58 cents as the maximum rate, the reduction to them designed by the company was 3 cents per hour. As affecting interurban men as well as city men, the company's propositions were to modify working conditions that are involved in the wage question. First, at present if after a crew has finished the service day, say at three or four o'clock in the afternoon, and it is desired that they should return at 5, 6 or 7 o'clock in the evening, to run extra trippers or do extra work, they are paid straight time from the time of the completion of their regular runs, to the time of entering upon the extra work and the extra work is paid at the rate of one and one-fourth time. Sundays and holidays are at present 8 hour service days with a provision in the agreement that work done in excess of 8 hours shall be paid at the rate of time and one-half. The company's propositions purposed to eliminate this time and one-half on Sundays and holidays and pay time and one-fourth for time worked in excess of regular runs, no matter what length the runs should be scheduled. The company also purposed to eliminate the intervening time between the completing of a regular run and the return to do extra work.

These propositions were submitted to the men on two different occasions and rejected, by which vote the men directed that the questions be submitted for arbitration, as the company had insisted. Negotiations upon these conditions led over a long period of time, from May until early October, when it was agreed upon to arbitrate the provisions mentioned. However, in the submission for arbitration, the company insisted on a return to the Federal War Labor Board award rendered in 1918 that fixed wage rates upon the interurban lines and the Flint City Lines at 43, 46 and 48 cents per hour, while the submission on the part of the employees was for 70, 73 and 75 cents per hour with the demand that the present conditions should remain as governing intervening time, Sundays and holidays, and that all overtime should be paid at time and one-half.

The arbitrators chosen were: State Industrial Claims Adjuster Carey D. Ferguson, Detroit, chosen by the Locals; Hon. John Russell, of Detroit, chosen by the companies; these two agreed upon State Utilities Commissioner Wm. W. Potter of Hastings, Mich. Locals of the Amalgamated Association involved in this arbitration, were the Detroit United Railway trainmen's branch of Division No. 26, Division No. 90, Port Huron, embodying the Rapid Railway, the Shore Line and Port Huron and Mt. Clemens city motormen and conductors; and Division No. 111, embracing the Detroit, Jackson and Chicago Interurban trainmen, and the city operators of Ann Arbor. In Ann Arbor and Pontiac are operated one-man cars. The Locals asked for a 15 cents per hour advance for operators of one-man cars.

Hearings in the arbitration commenced November 21, and continued to November 27. The award was made November 28.

Mr. Russell, arbitrator for the companies refused to subscribe to the award and rendered a dissenting opinion to the effect that the wage reductions sought by the company should have been put into effect, as well as eliminating the intervening time provision between regular runs and extra work.

The award retains all conditions prevailing prior to November 1, 1922, and makes no changes in wage rates except the addition of 5 cents per hour for one-man car operators. The award maintains wage rates of 55 cents per hour for first 3 months service men, 58 cents per hour for the next 9 months, and 60 cents per hour to those of more than one year of service upon all interurban lines, and the Flint City Lines, which embrace 936 of the 1,041 members involved. It retains wage rates of 53 cents for first 3 months service men, 56 cents for the next 9 months service men, and 58 cents per hour for those of one year of service to the 61 Port Huron City men. It advances the wage rates to 58 cents per hour to first 3 months service men, 61 cents per hour to the next nine months service men, and 63 cents per hour to those of one year or more of service to the opera-

tors of one-man cars in Pontiac, Ann Arbor, and Mount Clemens City men, a total of 44 one-man car operators. The award is as follows:

Award

We, the undersigned, arbitrators selected in pursuance to an agreement settling issues in and defining conditions of arbitration between Detroit United Railway, Rapid Railway System, Detroit, Monroe & Toledo Short Line Railway and Detroit, Jackson and Chicago Railway, of the first part, and Division No. 26, Monroe Branch of Division No. 26, Division No. 111 and Division No. 90 of the Amalgamated Association of Street and Electric Railway Employees of America, of the second part, having duly considered the questions in dispute between the respective parties, respectfully report and find that all of the wages and conditions of service specified and set forth in the agreements now existing between the parties, shall continue in force and remain and stand as they are now written, unchanged except that any and all platform men employed by any of said railway companies in the operation of one man cars, be paid a basic wage rate of five cents (5¢) an hour above the rates now in force in the respective municipalities in which said one-man cars are operated, beginning as of November 1, 1922.

IN WITNESS WHEREOF we have hereunto set our hands this 28th day of November, 1922.

(Signed) CAREY FERGUSON,
(Signed) WM. W. POTTER.

The recent election in Great Britain, while it was carried by the reactionaries, resulted in increasing the labor Parliament members from 76 to 141. These 141 votes, however, are only an element in the control of parliamentary affairs, as the reactionaries elected 345 representatives, while labor, Asquith and Lloyd-George, Liberals, with Socialists and Independents aggregate only 270, giving the so-called conservatives, or, as they are otherwise styled, reactionaries, 75 majority over all progressive elements. There are 615 members of the British Parliament.

Disbursements from the Death, Disability and Old Age Benefit Fund during the month of August, 1922, were made to beneficiaries on claims as follows:

Death Benefits

Walter F. Norton, financial secretary of Division No. 282, for beneficiary, death claim of Patrick Carr, deceased, late member of Div. No. 282, Rochester, N. Y.; cause, Chronic Cardiac Valvular Disease with decompensation.....	\$800.00
William P. Jennings, financial secretary of Div. No. 279, for funeral, tombstone and other expenses, death claim of John McMahon, deceased late member of Div. No. 279, Ottawa, Ont.; cause, Myocarditis following Pneumonia.....	443.00
Mary Purda, beneficiary, death claim of Joseph Purda, deceased, late member of Div. No. 448, Springfield, Mass.; cause, Accidental Drowning.....	800.00
Mrs. Charles H. Marlin, beneficiary, death claim of Charles H. Marlin, deceased, late member of Div. No. 774, Atlantic City, N. J.; cause, Pulmonary Tuberculosis.....	150.00
Margaret F. Day, beneficiary, death claim of Howard Day, deceased, late member of	

Div. No. 819, Newark, N. J.; cause, Internal injuries, shock and hemorrhage from being caught in iron bar while alighting from car and wheels passed over body....	250.00	beneficiaries, death claim of Alexander Purgavie, deceased, late member of Div. No. 101, Vancouver, B. C.; cause, Operation for Cancer of Rectum.....	800.00
Pearl Kennedy, beneficiary, death claim of James Kennedy, deceased, late member of Div. No. 714, Portland, Maine; cause, Disease of Gall Bladder and weakening of heart muscle.....	500.00	Mary Elizabeth McHale, beneficiary, death claim of James McHale, deceased, late member of Div. No. 508, Halifax, Nova Scotia; cause, Shock following operation for Prostatitis.....	800.00
John J. O'Donnell, financial secretary and treasurer of Div. No. 726, for beneficiary, death claim of Edward C. Dillingham, deceased, late member of Div. No. 726, Staten Island, N. Y.; cause, Pulmonary Tuberculosis.....	500.00	Pearl E. Tunison, beneficiary, death claim of Rhyneer Covert Tunison, deceased, late member of Div. No. 575, Portland, Oregon; cause, Carcinoma of Stomach and Liver.....	400.00
Matilda K. Crossman, beneficiary, death claim of Wallace W. Crossman, deceased, late member of Div. No. 582, Utica, N. Y.; cause, Pyemia.....	800.00	Perry W. Eaton and Annie A. Maloney, executors of will of deceased for beneficiaries, death claim of Arthur S. Eaton, deceased, late member of Div. No. 589, Boston, Mass.; cause, Uræmia and Bright's Disease.....	800.00
Mrs. Cora Pascal, beneficiary, death claim of Charles A. Pascal, deceased, late member of Div. No. 26, Detroit, Mich.; cause, Fracture of skull from being struck by auto truck.....	100.00	Wm. S. McClenathan, secretary-treasurer of Div. No. 308, for beneficiaries, death claim of L. McNamara, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Acute Parenchymatous Nephritis.....	800.00
Mrs. Arthur Gillham, beneficiary, death claim of Arthur Gillham, deceased, late member of Div. No. 113, Toronto, Ont.; cause, Diabetic Coma—Diabetes.....	600.00	Mrs. John H. Woods, beneficiary, death claim of John H. Woods, deceased, late member of Div. No. 441, Des Moines, Iowa; cause, Chronic Myocarditis.....	800.00
Mrs. G. Dastillon, beneficiary, death claim of G. Dastillon, deceased, late member of Div. No. 194, New Orleans, La.; cause, Gangrene of right leg, while working as motorman....	800.00	Mrs. Edward Pritchard, beneficiary, death claim of Edward Pritchard, deceased, late member of Div. No. 194, New Orleans, La.; cause, Cerebral Hemorrhage.....	800.00
Mrs. Snowie Bauer, beneficiary, death claim of G. C. Bauer, deceased, late member of Div. No. 627, Cincinnati, Ohio, cause, Suicide by hanging.....	800.00	Mrs. James C. Pomfrey, beneficiary, death claim of James C. Pomfrey, deceased, late member of Div. No. 560, Saratoga Springs, N. Y.; cause, Fractured skull from street car accident, being struck by pole.....	800.00
B. W. Fairbanks, beneficiary, death claim of James W. Fairbanks, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Diabetes Mellitus.....	500.00	Jennie Lilburn, beneficiary, death claim of James Lilburn, deceased, late member of Div. No. 113, Toronto, Ont.; cause, Hardening of Arteries and Myocarditis.....	800.00
Mrs. Alice Murphy, beneficiary, death claim of Michael Murphy, deceased, late member of Div. No. 697, Toledo, Ohio; cause, Cerebral Hemorrhage and Myocarditis.....	600.00	William Taber, financial secretary and treasurer of Div. No. 241, for beneficiary and for guardian of minor beneficiaries, death claim of Frank Stich, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Lobar Pneumonia.....	800.00
Mrs. Arthur Ulrich, beneficiary, death claim of Arthur Ulrich, deceased, late member of Div. No. 822, Paterson, N. J.; cause, Acute Indigestion.....	150.00	Mrs. Sophia Fehrenkamp, beneficiary, death claim of William Fehrenkamp, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Chronic Endocarditis and Myocarditis.....	800.00
Sarah Murdock, beneficiary, death claim of C. Murdock, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Appendicitis (General Peritonitis).....	400.00	Mrs. Ellen E. Myring, beneficiary, death claim of Albert Myring, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Cerebral Embolism and Arterio Sclerosis.....	800.00
Elizabeth Skally, beneficiary, death claim of Thomas Skally, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Broncho-Pneumonia.....	200.00	Mrs. Mary Cotter, beneficiary, death claim of Patrick J. Cotter, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Tonsilectomy and Hemorrhage following operation of Tonsils.....	600.00
Mrs. Charles H. Lothrop, beneficiary, death claim of Charles H. Lothrop, deceased, late member of Div. No. 589, Boston, Mass.; cause, Pulmonary Tuberculosis.....	800.00	Mrs. Annie Hutchby, beneficiary, death claim of Henry W. Hutchby, deceased, late member of Div. No. 620, Framingham, Mass.; cause, Carcinoma of Rectum.....	150.00
Mary Brettman, beneficiary, death claim of August Geo. Brettman, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Cancer of the Bowels.....	50.00	Christine Vaughn, beneficiary, death claim of Daniel E. Vaughn, deceased, late member of Div. No. 570, Waterbury, Conn.; cause, Pulmonary Tuberculosis.....	800.00
Mrs. James E. McKay, beneficiary, death claim of James E. McKay, deceased, late member of Div. No. 197, Meadville, Pa.; cause, Cancer of the Liver.....	800.00	Elizabeth Roach, beneficiary, death claim of Fred W. Roach, deceased, late member of Div. No. 174, Fall River, Mass.; cause, Mitral and Aortic Regurgitation (Chronic Endocarditis).....	800.00
Delia Moran, beneficiary, death claim of Thomas Patrick Moran, deceased, late member of Div. No. 819, Newark, N. J.; cause, Fractured skull as result of being struck by automobile.....	250.00	Mrs. Michael J. Hegarty, beneficiary, death claim of Michael J. Hegarty, deceased, late member of Div. No. 589, Boston, Mass.; cause, Cancer of Stomach.....	800.00
Mrs. Minnie Wright, beneficiary, death claim of John F. Wright, deceased, late member of Div. No. 125, Belleville, Ill.; cause, Septicæmia.....	250.00	Mrs. Nettie J. Wry, beneficiary, death claim of Manfred G. Wry, deceased, late member of Div. No. 589, Boston, Mass.; cause, Tuberculosis—Pulmonary and Intestinal.....	700.00
Walter F. Norton, financial secretary of Div. No. 282, to apply on funeral expenses, death claim of Charles Dodge, deceased, late member of Div. No. 282, Rochester, N. Y.; cause, Pulmonary Tuberculosis.....	150.00	Mrs. Leila Morris, beneficiary, death claim of William G. Morris, deceased, late member of Div. No. 98, Akron, Ohio; cause, Pulmonary Tuberculosis.....	250.00
Mrs. Augusta Pauline Schultz, beneficiary, death claim of Adolph Schultz, deceased, late member of Div. No. 496, Pittsfield, Mass.; cause, Bronchial Asthma.....	800.00	Mary Janet Lockwood, beneficiary, death claim of O. M. Lockwood, deceased, late member of Div. No. 568, Erie, Pa.; cause, Valvular Endocarditis and Nephritis.....	800.00
Mabel Huston, beneficiary, death claim of William M. Huston, deceased, late member of Div. No. 714, Portland, Maine; cause, Probably Heart Trouble—found dead.....	600.00	Mrs. Mary Condrick, beneficiary, death claim of John Condrick, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Hypostatic Pneumonia, complicating Fracture of hip.....	800.00
William T. Bryant, guardian of minor children and power of attorney for beneficiary, death claim of Maude H. Perkins, deceased, late member of Div. No. 589, Boston, Mass.; cause, Cholelithiasis, Myocarditis contributing.....	400.00	Mrs. J. E. Young, beneficiary, death claim of	
W. H. Cottrell, financial secretary of Div. No. 101, for executors of will of deceased for			

J. E. Young, deceased, late member of Div. No. 694, San Antonio, Texas; cause, Pulmonary Tuberculosis.....	250.00
Peter Sebastian, guardian of minor children, beneficiaries, death claim of George J. Sebastian, deceased, late member of Div. No. 26, Detroit, Mich.; cause, Lobar Pneumonia.....	800.00
Mrs. Walter Rogers, beneficiary, death claim of Walter Rogers, deceased, late member of Div. No. 194, New Orleans, La.; cause, Interstitial Nephritis and Cirrhosis of Liver.....	250.00
Mrs. Anna Hammond, beneficiary, death claim of Ira Hammond, deceased, late member of Div. No. 312, Davenport, Iowa; cause, Lung Abscess.....	800.00
Florence E. Lathe, beneficiary, death claim of William E. Lathe, deceased, late member of Div. No. 238, Lynn, Mass.; cause, Angina Pectoris.....	800.00
Mrs. Helen Janiszewski, beneficiary, death claim of Joseph Max (Joseph Janiszewski), deceased, late member of Div. No. 241, Chicago, Ill.; cause, Chronic Bright's Disease.....	400.00
Mrs. Myrtle Kotika, beneficiary, death claim of Arthur H. Kotika, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Pulmonary Tuberculosis.....	800.00
Walter F. Norton, financial secretary of Div. No. 282, to apply on funeral expenses, death claim of Leland Wood, deceased, late member of Div. No. 282, Rochester, N. Y.; cause, Aortic Insufficiency.....	100.00
Milton D. Levan, president of Div. No. 956, to apply on funeral expenses, death claim of Charles H. Laudenslager, deceased, late member of Div. No. 956, Allentown, Pa.; cause, Apoplexy and Chronic Nephritis....	150.00
Mrs. Anna R. Carter, beneficiary, death claim of Will R. Carter, deceased, late member of Div. No. 268, Cleveland, Ohio; cause, Fatty Heart.....	800.00
Margaret Gordon, beneficiary, death claim of Wm. Gordon, deceased, late member of Div. No. 113, Toronto, Ont.; cause, Accident—Being crushed between two cars, causing Rupture of Bladder and Fracture of Pelvis.....	100.00
Augusta Heferman Joop, beneficiary, death claim of August Joop, deceased, late member of Div. No. 960, La Salle, Ill.; cause, Acute Gangrenous Appendicitis followed with Septicemia.....	100.00
R. U. Merford, financial secretary and treasurer of Div. No. 272, to apply on funeral expenses, death claim of Charles C. Frew, deceased, late member of Div. No. 272, Youngstown, Ohio; cause, Gall Stones.....	100.00
Mrs. E. Josephine Hill, beneficiary, death claim of Moses E. Hill, deceased, late member of Div. No. 540, Trenton, N. J.; cause, Acute Indigestion and Angina Pectoris.....	100.00
Mary Durbin, beneficiary, death claim of Martin C. Durbin, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Uremia.....	150.00
Margret Gleason, beneficiary, death claim of Michael Gleason, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Chronic Parenchymatous Nephritis and General Edema Albumuria and High Blood Pressure.....	400.00
Mary A. Pfahla, beneficiary, death claim of Charles G. Pfahla, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Locomotor Ataxia.....	400.00
Mrs. Mary McCarthy, beneficiary, death claim of Joseph C. McCarthy, deceased, late member of Div. No. 589, Boston, Mass.; cause, Accident—Accidentally killed from automobile being struck by freight train.....	400.00
Mary C. Wyman, beneficiary, death claim of George Wyman, deceased, late member of Div. No. 589, Boston, Mass.; cause, Acute Dilation of Heart and Nephritis.....	800.00
Mary E. Mitchell, beneficiary, death claim of James C. Mitchell, deceased, late member of Div. No. 589, Boston, Mass.; cause, Carcinoma of Liver and Acute Pulmonary Oedema.....	800.00
Disability Benefit	
John J. Murphy, member of Div. No. 281, New Haven, Conn.; cause, Accident—Being caught between two street cars, fracturing right hip.....	\$800.00

Old Age Benefits

John A. Bisbee, member of Div. No. 235, Brockton, Mass.....	\$800.00
O. Johnson, member of Div. No. 194, New Orleans, La.....	800.00
Samuel L. Chamberlain, member of Div. No. 245, Jackson, Mich.....	800.00
James Harris, member of Div. No. 113, Toronto, Ont.....	800.00
S. L. Kohlmeyer, member of Div. No. 113, Toronto, Ont.....	800.00
George Avison, member of Div. No. 113, Toronto, Ont.....	800.00
Lee Underwood, member of Div. No. 26, Detroit, Mich.....	800.00
Total.....	\$42,293.00

Disbursements from the Death, Disability and Old Age Benefit Fund during the month of September, 1922, were made to beneficiaries on claims as follows:

Death Benefits

Mrs. Bertha Vines, beneficiary, death claim of George W. Vines, deceased, late member of Div. No. 113, Toronto, Ont.; cause, Septic Poisoning and Endocarditis.....	\$800.00
Wm. S. McClenathan, secretary-treasurer of Div. No. 308, for beneficiaries, death claim of J. S. Reynolds, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Apoplexy and Arterio Sclerosis.....	800.00
W. D. Etheredge, secretary-treasurer of Div. No. 732, to apply on funeral expenses, death claim of Sidney F. Powell, deceased, late member of Div. No. 732, Atlanta, Ga.; cause, Meningitis following Abscess of Brain.....	150.00
Mrs. James F. Ingalls, beneficiary, death claim of James F. Ingalls, deceased, late member of Div. No. 689, Washington, D. C.; cause, Accident—Fractured ribs caused by accident while switching cars.....	200.00
Anna Beaver, administratrix of estate of deceased for beneficiary, death claim of L. R. Puckett, deceased, late member of Div. No. 725, Birmingham, Ala.; cause, Acute Abscessed Gangrenous Appendicitis.....	150.00
Mrs. P. G. Trone, beneficiary, death claim of P. G. Trone, deceased, late member of Div. No. 194, New Orleans, La.; cause, Myocarditis, Hypertrophy and Dilatation of Heart.....	800.00
William Taber, financial secretary-treasurer of Div. No. 241, for beneficiaries, death claim of Henry M. Fitzgerald, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Chronic Prostatitis.....	600.00
Mrs. Clara White, beneficiary, death claim of William E. White, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Myocarditis.....	800.00
Mrs. Catherine Bigelow, beneficiary, death claim of Nelson L. Bigelow, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Locomotor Ataxia.....	800.00
Alfred Coates, financial secretary of Div. No. 618, for beneficiary, death claim of John E. Manchester, deceased, late member of Div. No. 618, Providence, R. I.; cause, Diabetes Mellitus with Gangrene of the foot.....	800.00
George W. Lawley, financial secretary and treasurer of Div. No. 549, for beneficiary, death claim of Daniel Finn, deceased, late member of Div. No. 549, Northampton, Mass.; cause, Huntington's Chorea with associated Myocarditis.....	800.00
Mrs. Agnes Taylor, beneficiary, death claim of E. C. Taylor, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Skull Fracture due to external violence caused by ladder breaking.....	800.00
Mrs. Ida Loder, beneficiary, death claim of Charles H. Loder, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, Chronic Parenchymatous Nephritis and Uraemia.....	800.00
Mrs. C. M. Ferguson, beneficiary, death claim of C. M. Ferguson, deceased, late member of Div. No. 694, San Antonio, Texas; cause, Pulmonary Tuberculosis.....	600.00
William Taber, financial secretary and treasurer of Div. No. 241, for beneficiaries, death claim of Emily Wehde, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Carcinoma of Stomach.....	800.00
Mrs. Jennie Burckel, beneficiary, death claim of Edward C. Burckel, deceased, late mem-	

ber of Div. No. 163, Meriden, Conn.; cause, Uremia.....	800.00
John L. Mau, financial secretary of Div. No. 228, for beneficiary, death claim of Kenneth W. Horton, deceased, late member of Div. No. 228, Joliet, Ill.; cause, Drowning.....	150.00
Mrs. Philip Volker, beneficiary, death claim of Philip Volker, deceased, late member of Div. No. 194, New Orleans, La.; cause, Carcinoma of Stomach.....	800.00
Hamilton Boone, power of attorney for beneficiary, death claim of Wm. Evans, deceased, late member of Div. No. 268, Cleveland, Ohio; cause, Acute Yellow Atrophy of Liver.....	100.00
Mrs. Norman Suter, beneficiary, death claim of Norman Suter, deceased, late member of Div. No. 103, Wheeling, West Va.; cause, Heart Failure, as result of accidental injury—struck by automobile.....	250.00
Ida M. Bartram, beneficiary, death claim of Edward C. Bartram, deceased, late member of Div. No. 281, New Haven, Conn.; cause, Heart Disease.....	800.00
Elizabeth Powell, beneficiary, death claim of Seth E. Powell, deceased, late member of Div. No. 388, Newburgh, N. Y.; cause, Operation for Appendicitis.....	100.00
Mrs. Anna Banahan, beneficiary, death claim of Patrick Banahan, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Apoplexy, (Cerebral Hemorrhage).....	800.00
Mrs. Ella Anderson, beneficiary, death claim of Thomas Anderson, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Cerebral Hemorrhage.....	800.00
Mrs. Rudolph Kunath, beneficiary, death claim of Rudolph Kunath, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Myocarditis and Interstitial Nephritis.....	800.00
Theresa L. Petot, beneficiary, death claim of Rudolph J. Petot, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Cerebral Hemorrhage (Apoplexy).....	200.00
George W. Lawley, financial secretary and treasurer of Div. No. 549, for beneficiaries, death claim of Ralph Horton, deceased, late member of Div. No. 549, Northampton, Mass.; cause, Chronic Parenchymatous Nephritis.....	800.00
Mrs. Edward H. Strong, beneficiary, death claim of Edward H. Strong, deceased, late member of Div. No. 900, Highwood, Ill.; cause, Chronic Heart Disease.....	150.00
Mrs. Oscar Erickson, beneficiary, death claim of Oscar Erickson, deceased, late member of Div. No. 900, Highwood, Ill.; cause, Mastoid Operation and Abscess of Brain.....	150.00
Charles R. Keller, beneficiary, death claim of Carl W. Keller, deceased, late member of Div. No. 757, Portland, Oregon; cause, Vegetative Endocarditis, Mitral and Aortic Stenosis and Dilatation of Heart.....	250.00
Mrs. Sarah E. Taylor, beneficiary, death claim of John W. Taylor, deceased, late member of Div. No. 757, Portland, Oregon; cause, Valvular Heart Disease.....	400.00
Lewis Parker, financial secretary of Div. No. 741, for beneficiary, death claim of Samuel Bottrill, deceased, late member of Div. No. 741, London, Ont.; cause, Angina Pectoris.....	200.00
Mrs. Alfred E. Chambers, beneficiary, death claim of Alfred E. Chambers, deceased, late member of Div. No. 690, Fitchburg, Mass.; cause, Pernicious Anemia.....	150.00
Elizabeth J. Ball, beneficiary, death claim of Herbert N. Ball, deceased, late member of Div. No. 589, Boston, Mass.; cause, Syncope while under influence of ether administered as a surgical anaesthetic—suffering with Coronary Stenosis.....	800.00
Mrs. Bridget A. Collins, beneficiary, death claim of Daniel Collins, deceased, late member of Div. No. 589, Boston, Mass.; cause, Cancer of Stomach.....	800.00
Mrs. Sarah Eagon, beneficiary, death claim of William Eagon, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, Chronic Interstitial Nephritis and Chronic Myocarditis.....	800.00
Mettig Whitman, beneficiary, death claim of Edward Whitman, deceased, late member of Div. No. 570, Waterbury, Conn.; cause, Intestinal Obstruction following operation for Appendicitis.....	100.00
Mrs. Edna Stoeber, beneficiary, death claim of George L. Stoeber, deceased, late mem-	
ber of Div. No. 737, Syracuse, N. Y.; cause, Electrocutation—accidentally took hold of live wire.....	150.00
Rufus C. Barnett, financial secretary of Div. No. 878, for beneficiary, death claim of Robert E. Walker, deceased, late member of Div. No. 878, Evansville, Ind.; cause, Typhoid Fever.....	250.00
Mrs. Alfred Crayton, beneficiary, death claim of Alfred Crayton, deceased, late member of Div. No. 702, Canton, Ohio; cause, Accident—Crushed against a street car by an automobile.....	100.00
Katherine Durrenbeck, beneficiary, death claim of Charles A. Durrenbeck, deceased, late member of Div. No. 582, Utica, N. Y.; cause, Arterio Sclerosis and Cerebral Apoplexy.....	800.00
Bridget Padden, beneficiary, death claim of Anthony J. Padden, deceased, late member of Div. No. 823, Elizabeth, N. J.; cause, Broncho-Pneumonia.....	350.00
Frank A. Heizer, financial secretary and treasurer of Div. No. 634, for beneficiaries, death claim of William Henry Daugherty, deceased, late member of Div. No. 634, Cincinnati, Ohio; cause, Chronic Myocarditis and Myocardial Insufficiency.....	800.00
Mrs. Lillian McFarland, beneficiary, death claim of Frank McFarland, deceased, late member of Div. No. 589, Boston, Mass.; cause, Bronchial Pneumonia.....	150.00
Catherine Hartman, beneficiary, death claim of George M. Hartman, deceased, late member of Div. No. 568, Erie, Pa.; cause, Acute Peritonitis and Ruptured Appendix.....	250.00
Mrs. Ike Snowden, beneficiary, death claim of Ike Snowden, deceased, late member of Div. No. 713, Memphis, Tenn.; cause, Bright's Disease.....	500.00
Elizabeth Schreier, beneficiary, death claim of J. J. Schreier, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Tetanus—accidentally shot himself in hand.....	350.00
William Taber, financial secretary and treasurer of Div. No. 241, for funeral, tombstone, doctor's and other expenses, death claim of Festus S. Quinn, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Oedema of Lungs.....	800.00
Mrs. Lewis J. Smith, beneficiary, death claim of Lewis J. Smith, deceased, late member of Div. No. 268, Cleveland, Ohio, cause, Acute Dilatation of Heart and Oedema of Lungs.....	150.00
Mrs. Herbert Davies, beneficiary, death claim of Herbert Davies, deceased, late member of Div. No. 268, Cleveland, Ohio; cause, Uremia from Nephritis.....	800.00
Mary Elfer, beneficiary, death claim of Jacob Elfer, deceased, late member of Div. No. 819, Newark, N. J.; cause, Lobar Pneumonia.....	250.00
Mrs. Catharine Byrnes, beneficiary, death claim of James Byrnes, deceased, late member of Div. No. 822, Paterson, N. J.; cause, Strokes of Paralysis.....	150.00
Mrs. Alfred Lapiere, beneficiary, death claim of Alfred Lapiere, deceased, late member of Div. No. 790, Montreal, Quebec; cause, Paralysis.....	100.00
W. R. Castro, financial secretary of Div. No. 687, for funeral expenses, death claim of T. J. Dolan, deceased, late member of Div. No. 687, San Francisco, Calif.; cause, Shock and hemorrhage from fracture of pelvis, Chronic Valvular Disease of Heart and Pleurisy with effusion.....	250.00
Nicholas J. Delaney, financial secretary of Div. No. 132, for funeral and other expenses, death claim of John Carr, deceased, late member of Div. No. 132, Troy, N. Y.; cause, General Paralysis.....	600.00
Margaret Ada Razzell, beneficiary, death claim of Charles Razzell, deceased, late member of Div. No. 99, Winnipeg, Manitoba; cause, Pulmonary Tuberculosis.....	200.00
Mrs. Mary O'Neal, beneficiary, death claim of Eugene O'Neal, deceased, late member of Div. No. 246, Salem, Mass.; cause, Carcinoma of Prostate and Pulmonary Embolism.....	800.00
Mrs. Edna P. Kuhn, beneficiary, death claim of Warren P. Kuhn, deceased, late member of Div. No. 194, New Orleans, La.; cause, Suicide—Gun-shot wound of right side of head.....	250.00

Gus. J. Bienvenu, financial secretary of Div. No. 194, for beneficiaries, death claim of E. A. Lopes, deceased, late member of Div. No. 194, New Orleans, La.; cause, Cirrhosis of Liver.....	800.00
Mrs. Winifred King, beneficiary, death claim of Patrick King, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Pulmonary Tuberculosis.....	800.00
Mrs. Martha J. Gleason, beneficiary, death claim of William H. Gleason, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Angina Pectoris.....	800.00
Mrs. Mary Csontos, beneficiary, death claim of Andrew Csontos, deceased, late member of Div. No. 241, Chicago, Ill.; cause, General Paralysis of the Insane.....	800.00
Mrs. Bertha Bickor, beneficiary, death claim of Frank Bickor, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Cancer of the Stomach.....	800.00
Robert H. Larkin, administrator of estate of deceased for beneficiaries, death claim of Benjamin R. Larkin, deceased, late Member at Large, Detroit, Mich.....	800.00
Frank W. Pattillo, member of Div. No. 518, San Francisco, Calif.; cause, Struck on head by collapsible seat while on duty as conductor, receiving injuries to head which has affected ears, causing chronic inflammation of middle ear.....	800.00
Leroy W. Hasetine, member of Div. No. 235, Brockton, Mass.; cause, Crippled right hand by a shock from the heater switch, there being too many fuses in the switch and he received the full force of the trolley current. Old Age Benefits.....	800.00
Peter Furtherer, member of Div. No. 282, Rochester, N. Y.....	\$800.00
Coe W. Mills, member of Div. No. 241, Chicago, Ill.....	800.00
Clarence A. Halstead, member of Div. No. 241, Chicago, Ill.....	800.00
Thomas Dunn, member of Div. No. 148, Albany, N. Y.....	800.00
James H. Byrnes, Member at Large, Detroit, Mich.....	800.00
Charles McCuen, member of Div. No. 281, New Haven, Conn.....	800.00
Edward Charles Smith, member of Div. No. 192, Oakland, Calif.....	800.00
Total.....	\$39,950.00

IN MEMORIAM

By Div. No. 685, Brantford, Ont.

Whereas, Our Heavenly Father has seen fit to remove from our midst, Brother William Reynolds, and

Whereas, We bow in humble submission to Him, who knoweth best, yet we feel that it will be consoling to his family to know that faithful friends and brothers extend to them their deepest sympathy; therefore, be it

Resolved, That as a mark of respect for our departed brother, we drape our charter for a period of thirty days; a copy of these resolutions be sent to his wife and family, published in the MOTORMAN AND CONDUCTOR and entered upon the records of our Local Division.

P. WALSH, Pres.

Nov. 15. G. IRELAND, Committee.

By Div. No. 280, Lowell, Mass.

Whereas, Almighty God, in His infinite wisdom, has seen fit to remove from our midst, our esteemed and beloved brother, Frank Roark, in whose death we have lost a true and loyal member, and

Whereas, Our late brother was a faithful member of this organization, loyal to his co-workers and a conscientious employee; be it, therefore

Resolved, That this Division place upon record, our appreciation of our late brother, and extend our profound sympathy to the bereaved family in their bitter hour of grief; that the charter be draped in mourning for a period of thirty days and that the brothers wear black bows for thirty days; that a copy of these resolutions be sent to MOTORMAN AND CONDUCTOR for publication.

Nov. 12.

THOMAS F. BOYLE,
Chairman.

CHRIS MOONEY,
DONAT PRIMEAU,
MARTIN E. HALLORAN,
Secretary.

By Div. No. 847, St. Joseph, Mo.

Whereas, It has pleased the Supreme Ruler of the universe to remove from his earthly labors, our dear brother, Peter M. Anderson; and

Whereas, In the death of Brother Anderson, Division No. 847, A. A. of S. & E. R. E. of A. has lost one of its most faithful and loyal members, and the community a substantial and useful citizen; therefore,

Resolved, That Division No. 847 extend to the bereaved family and friends of our late brother, sincere sympathy in this hour of sorrow and grief, and commit them to Him who doeth all things well; and, be it further

Resolved, That the charter of Division 847 be draped in mourning for a period of thirty days, that these resolutions be made a part of the records of Division 847, a copy be sent to the bereaved family, and a copy be sent to the MOTORMAN AND CONDUCTOR for publication.

B. F. KOHLER,
R. E. HOCHSTEDLER,
W. M. HOBBS, Committee.

By Div. No. 713, Memphis, Tenn.

Whereas, Almighty God, in His infinite wisdom and power, has seen fit to remove from our midst, Brother Ike Snowden, in whose death we have lost a true and loyal member, and faithful companion, and his family a loving husband and father. While we know that words cannot alleviate the grief, it will be a consolation for the family to know that faithful friends and brothers offer their deep sympathy, therefore, be it

Resolved, That we, the members of Division 713, Amalgamated Association of Street and Electric Railway Employees of America, extend our heartfelt sympathy and consolation to the bereaved widow and daughter; and further, be it

Resolved, That as a token of respect for our late brother, we drape our charter for a period of thirty days, that a copy of these resolutions be spread on the minutes of our meetings, a copy forwarded to the bereaved widow, and that, a copy be furnished to our official journal, the MOTORMAN AND CONDUCTOR for publication.

A. D. BROWN,
W. F. BRUDEN,
A. E. TUTWILER, Committee.

By Div. No. 517, Gary, Ind.

Whereas, Almighty God, in His infinite power and wisdom, has seen fit to remove from our midst, our esteemed and beloved brother, Louis Fryman, in whose death we have lost a true and loyal member and his family a loving husband and father; and while we know that words cannot alleviate the grief of the beloved widow and family, yet we feel that it will be a consolation for them to know that faithful friends and brothers offer their sympathy; therefore, be it

Resolved, That we, the members of Division No. 517 Amalgamated Association of Street and Electric Railway Employees of America, in regular meeting assembled, extend our heartfelt sympathy and consolation to the bereaved widow and family; and further, be it

Resolved, That as a token of our respect for our late brother, we drape our charter for a period of thirty days, that a copy of these resolutions be entered upon the minutes of our meeting, forwarded to the bereaved widow and published in the MOTORMAN AND CONDUCTOR.

Committee on Resolutions,
S. B. WARD,
F. A. PAFKE,
L. F. MAYBAUM.

October 17.

A good resolution to be resolved and persisted in throughout the New Year, 1923, for members of the Amalgamated Association, is that when instructing new men upon their duties in employment to take into consideration the temperament of the student and his adaptability to satisfy the public with his service. If he has not those attributes the service and those of the service will be best served by advising the applicant to seek employment in other fields where expressions of irritability and impatience will have the least influence. These defects have no place in the street and electric railway service.

Edited by Local Division Correspondents



HON. EARL M. KOUNS
Member Div. No. 662, Pueblo, Colo.

Brother Earl M. Kouns, of the Pueblo, Colo. Local of the Amalgamated Association of Street and Electric Railway Employees of America, at the State election held November 7 was elected by the voters of Pueblo County, as one of the four state legislators chosen by that County to the Colorado House of Representatives. Brother Kouns is thirty-two years of age. He is a charter member of Division No. 662, and for the past six years has served on the Executive Board of the Local. He is also Financial Secretary-Treasurer of the Pueblo Division, which position he has held for the past four years. His activities in the local labor movement have been the cause of the Pueblo Trades and Labor Assembly electing him to serve in various offices in that body, and for three terms he has served as Vice-President of the Colorado State Federation of Labor. At the last session of the Legislature in Denver, he was detailed by the International Association to assist in preventing the passage of some 21 bills which had been introduced and were aimed at the embarrassing and crushing of the labor movement in that State. His service was highly appreciated and in the duties that have devolved upon him he showed unusual ability in the interest of and devotion to the labor movement. His activities and success naturally brought to him the attention of the labor movement of Pueblo Co. and he was one of four legislative candidates put forward and supported by the labor movement. The four elected were nominees upon the Democratic Ticket. Brother Kouns received the highest vote, which was nearly 2,000 more than the vote cast for the candidate upon the Republican Ticket receiving the highest Republican vote. Three of the candidates elected, including Brother Kouns, are union men, and the fourth is a lady who was supported by the labor movement. Pueblo County gave Governor-Elect Wm. E. Sweet, the Progressive Candidate a large majority. It is gratifying to the officers and members of the Amalgamated Association that Brother Kouns was elected, and it is creditable of him that he received the highest vote cast in the election.

INSTALL NEWLY ELECTED OFFICERS

Frostburg, Md.—The November meeting of Division No. 572 was held on the 20th, and well attended. An event was the election of officers for

1923. Officers elected were: President Frank Willand; vice-president, Wm. Delaney; financial secretary, John Lochner; corresponding secretary, Conrad Lochner; executive board, Frank Willand, James A. King, Wm. Delaney, Geo. Lemmert, Conrad Lochner and Chas. Minnick.

Brother Minnick's prolonged illness will continue Brother Frank Kelly on the Executive Board until Brother Minnick is able to return to his post of duty.

Brother James Morgan has been on the sick list for several weeks.

Brother Jos. Shaw has surprised the community as well as his associate members of this Local by having recently purchased a Moon machine, with an ocean blue body and disc wheels. It is a fine machine.

Brother Ike Spiker was off one day in the week of November 19, using the day to purchase several hogs, the largest and heaviest hogs he claims he ever helped to kill. One weighed a little less than 500 pounds and another better than 400 pounds. He contends he will have pork enough to last him and his family through the Winter.

Mr. D. D. Price has notified all employees that during the Winter months it is advisable for all to keep centered upon safety-first meetings. These meetings have been conducted during the past several Winters, with very good results. The meetings this Winter will be held in the company's office in Frostburg the first and second Wednesday in each month.

It has been suggested that we should try and help the widow of our late Brother John Delaney, who was a member of our Local for several years until he was appointed assistant foreman at the Clarysville Barn. He entered the Allegheny Hospital in Cumberland and sustained an operation, from which he never recovered. His death was a great shock to us all. He is survived by his widow and three small children, for whom it has been unanimously adopted that all members donate whatever they wish. President Wm. Porter has stated that we are receiving a fairly good amount from our General Manager, Mr. D. D. Price. Mr. Herman Beckett, secretary-treasurer of the Company, Messrs. Hugh Scott and James Chambers, office clerks and Adam Orr, Traffic Manager, are also contributing. We believe we will obtain a good sum to help the widow and children.

At the regular meeting of the Frostburg Chapter No. 37, D. M. F. Cumberland and Frostburg Electric Railway Company, held November 1, the proposed by-law previously prepared was unanimously adopted. The entertainment committee reported plans made for an entertainment to be held.

Brother Conrad Lochner recently had his left foot badly bruised and sustained minor cuts on his body and head when he was caught and knocked down by one of the front wheels of a truck owned by Henry Schaidt of Cumberland, who was operating the truck under contract with the National Biscuit Co. Mr. Schaidt failed to await clearance of the right side of the street and endeavored to pass the standing car on the left side while passengers were leaving and getting on the car. Brother Lochner was receiving equipment from the conductor when he was knocked down and the wheel ran over his foot. He was unable to resume work for three weeks, during which period Brother Henry Price was assigned to his run.

November 1, was the general sign-up. Brother Arthur Stevens left the freight car and took his position as conductor on a passenger car, and Brother James Morgan signed on the freight car. Brother James A. King, motorman of the freight car, returned to the passenger service.

Brother Jack Lochner intends going into the pigeon business. He has twelve pair and by next Summer expects to have a good supply.

Brother Arthur Stevens recently sold his Ford and is now the owner of a little Studebaker.

Brother Russell Retalick has purchased several hunting dogs and expects to bag some fine game this season. Game is plentiful and many of our boys are enjoying hunting this fine weather.

MAHON ATTENDS ANNUAL BANQUET

Toronto, Ont.—The Annual Banquet of Division No. 113 was held in the Labor Temple, in which is also the Division Headquarters, on November 18. Tables were set for 550 men. Our guests consisted of the officials of the Toronto Transportation Commission, the Hydro-Electric Railway Commission, The Toronto Suburban Railway Company Officials, His Worship the Mayor, Works Commissioner H. C. Harris, and a few other friends. Joe and Bill had the smile that is usually with them when things are going well. Brother Merson was toastmaster. Arthur Conn made the coffee and our Board Members waited on and prepared the tables.

The Brothers were furnished with song sheets and with the leadership of Brother Joe Tomkins and Chas. Musgrave as pianist, fairly raised the roof. The affair was graced with the presence of Brother John I. Titley, the winner of the silver medal at the Canadian National Exposition for the best voice. We also had the popular Brother Bobby Arnott, whose full rich tone always brings an encore, especially from the Scotch, and Brother Magnus Sinclair.

The event of the evening was an address from our International President W. D. Mahon, who had not been here for several years. He was in splendid form, true to his old-time eloquence, and discussed the street railway occupation to the instruction and enjoyment of everyone present. Brother Mahon says he always makes the best speech after midnight. So he did. Among many sides of the question, two in particular are well to remember, and those are first, the man who always has advice to give on the street corner, or other places, but not at the regular meetings; second, the man who always has a lot of harping criticism of everybody in sight, except himself. These two are about the cheapest commodities known and perhaps the most disintegrating.

Manager Cousens of the Civic Property, made a few very appropriate remarks, giving the men the right to wear glasses if preferred.

To Chairman P. W. Ellis of the Street Railway Commission goes the cake for making a speech full of facts and figures worth remembering relative to the operation of the City Lines.

It was late when Mr. Robertson of the Hydro-Radial System was called upon to speak. He made a short, snappy address, but we will have the rest of it next time.

The meeting passed a resolution to contribute an assessment of 50 cents per month to aid our Buffalo brothers in their struggle with the International Railways.

We feel confident that the meeting did a great deal of good and that we will all continue to co-operate, one with the other, to make our occupation a paying concern, and a real good place to be employed.

Now, brothers, come again next year, and you will have another treat, but please visit our regular meetings in the meantime, as per notices on the boards in the barns.

—FARMER.

START NEW YEAR RIGHT

Ottawa, Ont.—Division 279 is still moving along. Nominations were held at the last regular meeting and with few exceptions the officers of the past year will be returned.

A change has been made in the place of meetings. In future the regular meetings of the Division will be held in the Orange Hall, Gloucester St. on the second and fourth Tuesday of each month at 2:30 and 8:00 p. m. This will enable every member to attend one of the sessions of the meetings and so become familiar with the workings of the Division.

The special committee recently appointed to revise the local By-laws and define the duties of officers reported at the last regular meeting and with few amendments the many recommendations were adopted. Changes will be made in future dealings with members in arrears and with new employees entering the service. These changes were recommended after considering the many disadvantages in the past. On these recommendations it is expected a policy will be defined by the incoming executive leading to a closer adherence to the local By-laws and also placing more responsibility upon the members.

Realizing that a united front is necessary in dealing with the many problems confronting the Division during the coming year an effort will be made to strengthen the organization and increase its membership.

Much interest is being taken in the negotiations leading to a renewal of franchise between the em-

ploying company and the municipality. There seems to be a possibility of the question of municipal ownership being again considered. Whatever the outcome it will be necessary for the members of this Division to be watchful in safeguarding the interests of its members. Unfortunately there is but one representative of labor in the city council, but we cannot fail to recognize his efforts on our behalf and it is the duty of every member of this Division to assist in returning him to the Board of Control for the coming year.

Let the New Year resolution of every member be, his determination to work for the furtherance of the cause for which we are organized and to see that every employe eligible for membership is wearing a button and carrying a paid up working card. If this is done by all members, the work of the officers will be made more pleasant.

Let us start the New Year right and make the year 1923 a banner year.

To one and all a Bright and Prosperous New Year.

—Div. 279.

ORGANIZE FOR MUTUAL DELIBERATION

Bellingham, Wash.—Division No. 843 can report progress.

Our Local is good in maintaining membership. Our boys understand the purpose of the organization but many of them are lax in attending meetings. This is a feature of organization that they seem not so clearly to understand. If our boys would step over to one of the clubs of our business men, they would find continuous well attended meetings. They do not hold their meetings once a month or twice a month only, but they hold them practically every day. They lunch together in secret and are never without subjects for discussion.

The labor movement is not an institution promoted by Employers' Associations. In fact the average employer prefers to be able to fix wages and working conditions without any consultation of the employes. He prefers to fix a general standard of competition in the labor market so that the wage earner can be depended upon to look upon his employment as a sort of benefaction from the employer. Well, that may work out in the end, and we may all get through to the grave in the pursuit of such an industrial plan. It means, however, were it not abridged by the wage earners who organize, that the moment that the kid gets his foot out of the cradle, he must begin to betake himself of ways and means of existing. It means a perpetual grind from the cradle to the grave. This might be all right for the individual, but the trouble is that the individual's responsibility does not cease with himself. It he gets married and attempts to rear a family, he becomes responsible for his wife and children. He has some feeling for them. Yet he is obliged to chase off early in the morning and return at an hour optional with his employer, and his efforts are supposed to bring the sustenance upon which his family subsists. He may become hardened to this type of life, to see his wife go about her duties unable to associate in the community from lack of proper clothing and his children go without many things he would be pleased to be able to supply them. Among these things are proper schooling, proper clothing and food and a few little toys and things that interest the kiddies. We soon learn that the employer or employing management of large employing concerns have very little interest in that wife or the kiddies. Their grave interest is in the profit in the concern where the parent is employed. Of course all wage earners are not parents. Very few of them are there, however, but have an ambition to be parents, and have an ambition to serve others besides themselves.

The slave served well under the lash. The slave is yet serving under the lash. Perhaps not the lash that penalizes by drawing blood, or welting the body with blows, but it penalizes by imposing certain agonies and embarrassments upon wage earners. Are we to get out from under this lash of agonies and embarrassments? Wage earners have associated together. They have formed labor organizations to deliberate upon these matters. To maintain these organizations and to deliberate upon the matters for which we organized, we must get together and that means attendance at meetings.

Boys, let's attend our meetings. Turn over a new leaf, and every man get there, with whom it is possible at every meeting night.

—843.

TAKE PART IN DEFEAT OF STEVENS

San Francisco, Calif.—Division No. 518 was, in a measure, responsible for the defeat of Governor Stevens in the recent State gubernatorial election. We initiated the resolution that went into the San Francisco Labor Council and which resolution was sent out to all affiliated Locals of this city, instructing them to write to the Governor of the State and inform him that if he did not do justice to Mooney and Billings before the election, the workers would register their protest at the ballot box. How well they did this is evident. The Mooney case defeated Stevens and all of the Republican machine papers went out against the choice of the people, Mr. Richardson.

Your correspondent was a delegate to the recent Convention of the California State Federation of Labor, representing Division No. 518. He was sent there with the express purpose of furthering the cause of the two innocent men, Billings and Mooney, and introduced a resolution pointing out the records of the two candidates. He showed them that Tom Mooney and Billings wished that they make a stand on Richardson for Governor. The Delegates did not speak against it, but voted to file it.

Mr. Woolwine, the Democratic Candidate against Mr. Richardson, sent many men to the penitentiary as felons for expressing their opinions as allowed by the Constitution of this country. This State has seen fit to continue the war hysteria, the so-called Criminal Syndicalist Act. Mr. Woolwine ran on a false platform of "weak beer and wine and down the Ku-Klux"—I call them Ku Klux Klan. He had made sure to acquit every one of the Ku Klux Klan but he made a felon of every man tried from the ranks of the workers on the Syndicalist Act. Mr. Richardson's election was assured when he was opposed by this type of man.

The State Federation of Labor Convention this year was the largest in the history of the State. That doesn't look as though the open shoppers are putting the unions out of business.

—COR.

DETROIT DIGEST

Division No. 26 held her annual election December 4, with results as follows:

President, Herbert Gee; Vice-President, John F. Brunelle; sergeant at Arms, James Lee; business agent, Garrett F. Burns; secretary-treasurer, Clarence Nugent; executive board, Edward Stanlash, Thos. Dare, Carl Hungate, Leslie Caldwell, Fred Halbert, Carl Kay, Russell Teagarden, Archie Kennedy, Fred Fall, Jos. Meloche, Claire Blinn, Chas. O'Neill, Frank Scsuzblowski, Robert Otis, Michael Picha, Wm. Millard, John L. Craske, Willis G. Branigan, W. H. Brooks, Jos. Flynn, Robert W. Buxton, Clarence Wheat, and C. E. Karna.

At our election there was some close competition. For president, the president-elect was opposed by Brother Wm. Stinson. The vote was 1,535 for Gee, and 957 for Stinson. Secretary-treasurer Nugent had opposition in the person of former Secretary-Treasurer Neill McLellan. The vote was 1,455 for Nugent, and 1,075 for McLellan. There was also competition in the election of Board Members at eleven of the different stations.

The M. O. Branch Executive Board Members embrace Brothers Stanlash, Dare, Hungate, Snook, Teagarden, Kennedy, Fall, Meloche, Blinn, O'Neill, Scsuzblowski, Otis, Picha, Branigan, Brooks, Flynn, Wheat, and Karna. The Detroit United Railway Branch of the Local will be represented on the Board by Brothers Caldwell, Halbert, Kay, Millard, Craske and Buxton.

The result of the recent wage arbitration upon the Detroit United Railway Lines, D. M. & T., D. J. & C., Rapid Railway, and Shore Line, has been reported to the various groups involved. In this arbitration, Division No. 26 was jointly associated with Divisions Nos. 90 of Port Huron and 111, Ypsilanti, Mich. We have supplied the award to be published in another column. The award retained the old wage rates, except where one-man cars are operated in Pontiac, Ann Arbor and Mount Clemens, the operators are to receive five cents per hour increase. The largest single unit of motormen and conductors interested in this arbitration was the unit represented by Executive Board Member Halbert, known as the Flint City Line. These men retained their former wage rates. It was the purpose of the company in the arbitration to reduce this branch of employees 5 cents per hour. They will still retain their 55¢, 58¢ and 60¢ per hour, the 60 cents applying to those of more than one year of service. While it was hopeful that

an increase might obtain from this arbitration, the members generally look upon the award as having been rendered by a spirit of fairness and equity on the part of Commissioner W. W. Potter, of the State Utilities Commission who served as chairman of the arbitration board, and who had the deciding vote. The Company's arbitrator, Mr. John Russell, refused to sign the award. Our own arbitrator, Deputy Commissioner Carey D. Ferguson, of the State Commission of Industries, of course endeavored to increase the wage rates but rather than lose the evident fair determination of Mr. Potter he signed his decision, making it final.

The municipal ownership branch of Division No. 26 which comprises the large element of Division No. 26, can report the institution of an 8-hour service day and time and one-fourth for work done in excess of 8 hours. The schedule is in effect on nearly all of the lines, and will be on all of them by the first of the year. The new arrangement carries with it a 2½ cents per hour increase in wages, making the maximum rate 62½ cents per hour to 8 hours, with one-fourth added for time worked in excess of eight hours. This came as a result of the consideration of Mayor Couzens, his City Railway Commission and management during the negotiations with a committee representing the employees upon changes in wages and working conditions.

Resultant from the recent resignation of U. S. Senator Truman Newberry of Michigan, Mayor Couzens, who was also Acting Manager of the Detroit City Street Railways, was appointed by the Governor of the State to fill the vacancy. As much as it may be regretted by us to lose Mayor Couzens as the Manager of the City Street Railways, it is believed that his policies of government ownership or control of railroads, telegraph lines, coal mines, etc., will remain with him as a U. S. Senator, where the whole American people may profit by such a program.

The eliminating of Mayor Couzens from the management of the City Street Railways presents a sort of tension among our boys as to whom may succeed and what the attitude of his successor may be in the question of co-operation in making the municipally owned street railways a success. His immediate successor is Mr. John Lodge, of the City Council, but he holds office only until a special election can be held, when he probably will return to his duties as councilman. This subject not only affects the street railway men, but also the electricians and all other crafts that are employed in the street railway maintenance and service. If the present management is retained, the presumption is that the present success in operation will be continued. —RZX.

PATRONIZE UNION BARBER SHOPS

St. Catharines, Ont.—Each and every member of Division No. 846 should make special effort to attend the meetings, and particularly during December and January, at which meetings will be first: nomination, and second, election of officers. Be sure to have your candidate present, or his written consent, if you wish to nominate him. If you are dissatisfied with any or all of our present officers, now is the time to make the alterations desired.

Members will greatly assist the Financial Secretary by having all dues paid promptly in December, as the books will be closed and audited before the start of the New Year.

Each and every member should try and encourage new employees to join our Local. Some new employees have applications, but are slow in presenting them for initiation. They should hustle along and our members should assist them a little in the hustling.

Brother H. Garing is sick. We trust a fair number of the boys have been to visit him.

Brother Jim Weller seems to be enjoying his change back to the old Welland Division. Wind her up, Jim.

Our boys regret the retirement from the service of Brothers Haynes, McDonald and Saxton.

Some of the boys, and this includes some of those of Niagara Falls, are not wearing the emblem. What is the trouble? Certainly we are not ashamed of our jobs.

Brother C. Ruddle has moved nearer the car barn. Now he can enjoy an extra five minute sleep in the morning.

Brother H. McIntyre has some new money changers left for anyone needing them. By appearances some of our Brothers sorely need a new one. Be sure and patronize only union barber shops.

—846.

DONATE TO BUFFALO MEMBERS

Little Rock, Ark.—Division No. 704 experienced a fair attendance at both sessions of our regular meetings of November 23. Some of the brothers were missing, but we hope that they had a good excuse.

President W. R. Howland, reporting for the Executive Board, stated that it is gratifying to report that the City Council, at a recent meeting voted almost unanimously to retain the 6 cents street car fare. We now have the assurance of continuance of the present wage scale. If there had been a reduction to the 5 cents fare, according to our present contract, we would have been compelled to accept a reduction of 6 cents per hour. Co-operation is still existing between our company and our organization. President Howland and his Executive Board have very few grievances to report of late.

Our company is laying new rails of the heaviest type from Ninth and Main St. to Main and Markham, and will do their part of paving of Main St. It is hoped that the present weather conditions will continue until this work is finished.

We are pleased to again welcome to our ranks two former members, Brothers Elmer Hood and Will T. Rowland.

A Committee from the striking railway shopmen attended our last meeting and stated that the shopmen here are still standing firm. Brother Rookberry of the R. I. Shop craft in making his address to us stated that the street car men of Little Rock have one of the best organizations of our City, and can always be relied upon in times of need. Ten Dollars was donated out of our treasury, and a collection of \$29 was taken up for the benefit of the railway shopmen. We agreed also to give another donation December 5. The manager of the Palace Theatre has agreed to allow the ladies to sell 20,000 tickets at 35 cents each, and donate 25 per cent of this to the shopmen as a Christmas gift. This Theatre has donated on various occasions for mass meetings for the benefit of striking shopmen. We believe the shopmen should be assisted in every way in their struggle, but we will not forget our Buffalo brothers, who are fighting our battle in that New York State city. We appropriated to their benefit \$50 at a recent meeting, when the appeal came through the International Office.

Thirty-six of our members were nominated for office for the ensuing year. Of course, not all of them will be elected.

We trust that a vast majority of our members will be present at the meeting of December 28, and cast their votes for the best of the Order.

Division No. 704 extends to the International President, the International Staff of Officers and all members affiliated in our Association and their company officials, a Merry Christmas and Happy New Year.

—704.

INSTALL NEW OFFICERS

Clarksburg, W. Va.—Division No. 812, at the regular meeting held Friday, November 3, installed new officers for the year 1923. Really, it was the old officers re-installed for another term, without a single exception, from president to outside sentinel. Our members were well pleased with the previous administration and the way business was conducted during the year just closing. Some of our officers were installed for their third term; others their fourth term, and one was installed for his fifth term.

Brother B. F. Howley was re-elected president for the third term. He has made a perfect record during his period in office and is recognized as a man of just and fair judgment in all things. He was re-elected by a large majority.

Our Vice-President Brother C. R. Miley was also chosen for the third term by a large majority. Financial Secretary-Treasurer again reverted to Brother Russell Hall for the third time and Brother W. H. Bartlette was elected Correspondent for the second term, with the injunction that he do a little corresponding. Brother C. C. Smallbridge will serve his third term as Treasurer and Brother Howard Hunt as a third term for Business Agent.

Brother Mack Westbrook was again chosen Conductor and will thus serve his third term. Members of the Executive Board re-elected are: A. C. Stephens, W. C. Warren, W. O. Musgrave, J. P. Paynter and the president. Trustees: Brothers H. A. Paynter, S. H. Bucklew and R. O. Duvall, all having served one to four years. Brother S. S. Allen will serve his fourth term as inside sentinel. He was elected by acclamation. Brother C. A. Steward was elected outside Sentinel for the third time.

We are pleased to say that our little organization is becoming more closely united and much to the acclaimed satisfaction of all.

We had not a single grievance with our company in the last year. That is a pretty good record, and shows the able guidance of our president and his staff of officers. We also believe it speaks well for the managing officials of the M. P. & R. H. Co.

The little red one-man car that played a leading role in the street car service here is now a thing of the past, having been replaced by the double truck type. Our business here in Clarksburg has reached a point where it was impossible to handle the public with the small car. One operator handled 841 cash fares and from 50 to 75 transfers, besides the children who were under fare age, in one day. The outlook here for the coming year is bright. Our company is preparing to meet it. The management is not only looking out for the interest of the company, but also the welfare and safety of its patrons and employees, and are meeting all emergencies. Our motto is: "Safety First." Street improvements have crippled us somewhat, and forced changes in routes a number of times.

Our company is receiving the hearty co-operation of the employees and we have sustained not a single accident even in running cars both ways on the same street.

—W. H. B.

WILL MEET THE PROPOSITION

Cincinnati, Ohio.—There was a good attendance at our recent smoker and get-together meeting. It was enjoyed very much by those present. In attendance was First Int. Vice-President Wm. B. Fitzgerald, who gave the boys a heart to heart talk on different events of the day. He makes a great hit with the boys here, and we are always glad to have him with us. Our old friend President James Wilson of the Pattern Makers was also present and gave the boys a good talk on conditions as they exist today. His presence was also appreciated. The speakers put good spirit into our meeting, as well as into the hearts of our members.

There seems to be much falling off of late in attendance at our regular meetings. What is the cause of it, Brothers? Is it the fault of your officers? If so, there will soon be a new election of officers, which will give you a chance to put your man on the ticket and elect him.

There is now much talk of the introduction of the one-man car here. When the time comes we will meet this proposition, so do not cross the bridge until you get there.

Schedules being placed on various lines do not meet with the pleasure of some of our members. Cheer up, Brothers, and run your cars on the schedules. Don't make new schedules for your cars. Run your cars on the time indicated by the schedule.

We were very sorry to hear of the death of our late Brother Frank Wilde of the Eighth St. Division. He will be missed by a host of friends.

Brother Nestor and Cousin John are seemingly not getting along together of late. Cousin John seems indisposed to take Brother Nestor out in his machine, claiming he has not yet had his life insured. Cousin John cares not a foot for the kilowatts now while he has his machine.

Our old friend Brother Jimmy Harris is again attending meetings regularly, as is Tenth Int. Vice-President Albert Jones. We are mighty glad to have them with us.

Brother James Young is still kicking on the B. End line.

Brother F. Tobin is at a loss since the steamers Island Queen and Morning Star were burned. He has no place to pass his time dancing.

Brother L. Camp seems worried, as election approaches.

What has become of our old Brothers Steve McCarty, H. Smith, E. Beverage, R. W. Lovett and others, regarded as old standbys?

Our delegates made their report from the Ohio State F. of L. Convention held recently at Canton, at our last meeting. The same was approved, as an encouraging program was reported. There was an exception: The mishap to Brother "Bull" Bengie, who was woodenized by the Indian. President Luschniger believes in a little fun occasionally, particularly when he can ring in the new delegates. He remembers when he was stung.

Now brothers, come to the meetings regularly, and take part in them. It is better than to talk in the club rooms.



BRO. THEODORE MONTEE,
Div. No. 497, Pittsburg, Kansas

Brother Montee, of Division No. 497, at the recent election was elected Treasurer of Crawford County, Kansas.

ELECT SHERIFF OF CHEROKEE COUNTY

Pittsburg, Kansas.—At the meeting of Division No. 497 held September 6, we had a good attendance. Brother W. F. Ley, secretary-treasurer was instructed to take a collection for the striking railroad shopmen. Of the 1,000 shopmen not one returned to work to the time of the settlement. Our Local contributed to them, \$109.50.

President W. E. Freeman of the State F. of L. and one of our members met with us at our last meeting and gave us an interesting talk.

Brother Floyd Schooley of the shop, interested the boys with his fishing stories, while Brother O. C. Wait the painter, is the champion opossum hunter.

Brother Theo. Montell, one of our conductors in Pittsburg, who has worked for this company for 22 years, at the recent election was elected County Treasurer of Crawford Co. He ran upon the Republican Ticket.

Brother Dick Helman, a conductor who resides in Columbus, and has been with this company for 15 years, was elected Sheriff of Cherokee County. He ran upon the Democratic Ticket.

Harold, son of Brother J. A. Lochrie, of this Local was killed October 28, by being run down by a truck. He was 14 years of age and junior member of the boys orchestra of the boy scouts and a member of the Christian Science Church. Brother Lochrie and family has our sincere sympathy.

Brother W. S. Pidcock, after a 90 days vacation through Colorado, California and Arizona, has returned.

Brother Clyde Davidson, a Pittsburg motorman for 20 years, was elected Registrar of Deeds of Crawford County. We feel proud of these three men and are sure they will make good in their respective offices.

Brother Clem Jacques is now a member of the Pittsburg Police Force.

Brother Floyd Little is now operating a new Ford sedan.

Brother Chas. Brown, one of our boys on the Cherokee Division, was held up by two robbers. Brother Brown was prepared and when they demanded of him "hands up!" he began firing. The robbers fled, one being slightly wounded.

Let's be mutual and helpful and every one get out to meetings and co-operate with our staff of officers. Don't forget to pay your cards before the 15th of each month.

Any brother not receiving this much looked for journal will kindly head his name and address to one of our secretaries. Brothers learning of other members who are not receiving the M. & C. will please take their name and address, plainly written, and hand it in to one of the secretaries.

—497.



SECRETARY CLYDE DAVIDSON,
Div. No. 497, Pittsburg, Kansas

Brother Clyde Davidson, at the recent State election in Kansas, was elected Registrar of Deeds of Crawford Co., Kansas. Brother Davidson has long been an officer of the Pittsburg Local. Division No. 497 has the distinction of having seen elected to County offices, three of her members—Sheriff, County Treasurer and Registrar of Deeds. Kansas, in the recent election, changed her political complexion by electing, largely, officers endorsed by the progressive element of the voters, regardless of political alliances.

CARS WITHOUT SAFETY DEVICES

Brantford, Ont.—Yes, boys, Local Division 685 is still in existence, although you would not think so, for our former correspondent forget that such a book as the M. & C. was edited, but we are here only sadly crippled through the introduction of one-man cars. We have protested to the Dominion Railway Board, but so far have had no report from them, but we are hoping for the best, as our cars have been remodeled into one lungers, and have no safety devices on them.

Gleanings from the Runways:

Brother Huson says he likes to run with two poles up, he can go faster, until the Red Head sees him.

Brother Pat said, "Jimmie come here. I've killed a horse. Let's go back and see if he is dead. Note: Pat is Irish.

Brother Fred says, "The burglars did not take my necktie or shoelaces, I was wearing them."

During an argument "Gus" was heard to say, "Well I know because I sat in that poker game."

Our Inspector is not a union man, so why shoot snooker and hob-nob with him. It is not the way to help. Get behind your officers and never mind the other.

The attendance at our meetings might be better boys, so get there and give us a boost.

The Paris run is very rocky. Is that how Brother George come to fall through the window? My! but he was cut up over it.

It takes a long time to fix the Buss. Of course it does. Why, it takes Ben the "popular mechanic" six hours to put on a fan belt. Oh! we are wise to you Ben.

Brother Chubby is the champion cueist of our Local Division.

Brothers Leo Hurley and Buben Smith sure do fight, with their tongues. It's the safest way.

I will be back with some more about the "Popular Mechanic and the Buss" next month.

—FAIR... Cor. 685.

RE-ELECT OLD OFFICERS

Teledo, Ohio.—We have just passed through a fight against the one-man car and came out victorious, in that an ordinance was passed by the City Council forbidding further operation of the one-man car on and after November 23, 1922. We acknowledge the credit due those members of the City Council who endeavored to honestly represent the interest of the public who ride on street cars and not the selfish interest of those attempting to force upon the people the unsatisfactory and unsafe means of transportation furnished by the one-man car.

We sometimes wonder how it is possible for any member of our Local to have any doubt in reference to the value of organization to the worker's economic interests. There are times when the activity of a Local seems slack, but it must be remembered that a banked fire never seems very much alive but immediately it is stirred and the necessary draft is furnished, it then becomes a live thing and supplies the heat expected. So with our organization. It is absolutely necessary for us to keep up an active interest in the welfare of the Local, and always be prepared for any question that may arise affecting us, either publicly or otherwise.

Secretary J. G. Greenless is confined to his bed with an attack of influenza. He has the best wishes of all for a speedy recovery.

Our company is urging all men to exert every effort to cut down the number of accidents. Brothers we should not take exception to this request. It is for our own benefit, as well as that of the company and the public. We must try hard to bring about this much to be desired result. If faulty equipment is liable to cause an accident, let us have it repaired before the accident comes. Always keep in mind that high costs of accidents eventually affect us financially, and also keep in mind the fact that everyone of us has as much at stake in the operation of the street railway system, as any of the officials, and we have as great right to expect co-operation from the officials as they have to expect the same from us. Brothers, notice that the dates of our meetings have been changed. Hereafter, until further notice, meetings will be held on the first and third Monday evenings at 8 o'clock, and the first and third Tuesday at ten o'clock A. M. Keep this in mind and let's all get together at each meeting and see if we cannot find a way to better our conditions.

At our meeting of December 4, officers were nominated for the year 1923. Nominations made were: President, A. L. Humphrey; vice-president, J. J. Donahue; business agent, H. Lee Camp; financial secretary-treasurer, J. G. Greenless and Ernest Melms; warden, Edw. Avery and C. E. Hutchins; sentinel, G. W. Ovitt and W. E. Jennings, Jr.; conductor, T. Dulinski and Edw. Meyer; executive board, Howard R. Beech, Edw. Mattoon, Clyde Burden, Wm. Clayton, Samuel Jannone, Orley Withrow, James H. Doheny. There was no competition for president, vice-president, business agent, and most of the executive board members. There are two contestants for financial secretary-treasurer, and two contestants, Brothers. Clyde Burden and Wm. Clayton for Board Member at the Galena Barn, and Samuel Jannone and Orley Withrow at the Star Avenue Barn.

The sessions of the meeting of December 4, were well attended and an International Officer was present who made a talk at both sessions. Meetings are now being well attended.

—COR.

ONE-MAN CAR ACCIDENT

San Jose, Calif.—Division No. 265 has survived a hard spell, and continues to prosper. The Building Trades and Central Labor Councils enlarged their paper, and its price. This, of course, called for increased per capita and caused much dissension among union men of this town. The members of our Local at first refused to pay it, but finally concluded they could not do without associating with the other crafts of the city, so we are staying in the Central Labor Council, which we believe is the proper thing to do.

A very unfortunate steam railway accident occurred here recently through a passenger train hitting an oil tank containing 1000 gallons of gasoline. The locomotive was damaged and three coaches were consumed by fire. Some 80 bags of mail were destroyed, and the fireman was burned to a crisp.

Brother Archie Trowbridge is home from the mountains looking spick and span.

The day and night sessions of our meetings were well attended and the boys showed great enthusiasm in the subjects discussed.

No one is seriously on the sick list at present.

Our one-man cars continue to run up and down the streets, occasionally bump into something, but they are still kept going. Two of the Birney type met on a straight track in the fog. They slid together and damaged each other a bit. Brother Rogers had charge of one and a man by the name of Sanders had the other. Neither sustained injuries. —265.

CARD COMES FIRST

Halifax, N. S.—Here we are again at the end of another year. Once more Christmas is upon us, that great season when nearly everyone wears a smile—some only because they are glad to see others happy—others again because they are looking forward to a Merry Christmas themselves. This is the one time of the whole year when most of us hear that old story "Peace on earth and good will among men." Ah! if we could only appreciate that a little more, if we really would only put ourselves out a little bit to be sociable and kind to one another, not just once a year or once a day, but to all men—especially those who work and live right with us—at all times, what a grand and glorious union we would have brothers. To be glad to make life a little more pleasant for each other, cheer the other guy up a little when he is in the dumps, and last, but not least, be willing to serve one another especially when it puts us out a little to do it, yeal what a grand and glorious union. It was discovered long, long ago, that the greatest of happiness was derived in making, not ourselves, but other people happy; even if it's only a smile. I mean a real friendly smile. It goes a long way sometimes but of course, an act is the really dependable kind of good will that counts.

Let's hope our new officers carry on the business as well as the old ones did. We certainly won't have much to kick about, boys. But—of course there is always room for improvement. We look to our new executive to keep on improving things in general. We might add here that a little more devotion to the moral welfare as well as the financial end of the Division might be advisable. There seems to be lack of attendance at meetings, which matter should be given very careful consideration at this time. Now the members must put themselves out just a little bit and encourage our officers, say a good word to them once in a while, attend those meetings better and have something to say when you are there. Last of all, keep in good standing. It is terribly discouraging to have a lot of members dragging back all the time and it just trebles the work for your officers which is a thankless enough job at any time. I pay my card before I pay anything else because I know that my grocer or milkman or landlord won't help me if I take sick or get into trouble, etc., therefore, my card comes first. Others follow.

In retiring from the post of correspondent, "Old Fox" hopes that all the little knocks and boosts which he may have given during his term of office will have been taken in good faith and in a friendly spirit, also that the new correspondent will find room for much improvement and give us a new line of dope for a change.

In closing this little article, we wish our General Executive and all good members of this Association, a Merry Christmas and a Bright and Prosperous New Year. With best regards from

OLD FOX.

INSTALL NEW OFFICERS

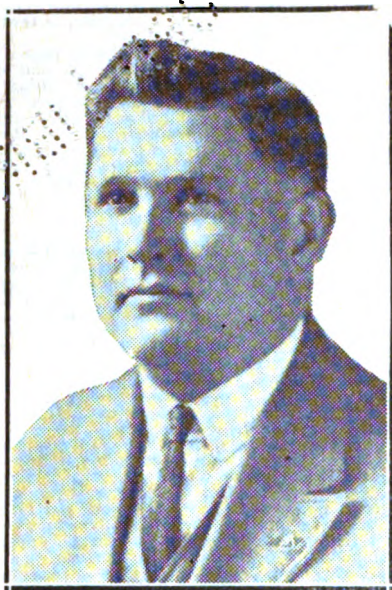
Burlington, Iowa.—Division No. 212 has installed officers for the year, 1923 as follows: President, John Pettit; vice-president, A. L. Ward; recording secretary, Ed. Bringer; financial secretary, Frank La Point; correspondent, T. H. Squires; warden, A. Molena; conductor, A. T. Apple; sentinel, A. L. Landrum; executive board, John Pettit, Frank La Point, T. H. Squires, A. L. Ward, A. E. Landrum and Ed. Bringer. Delegates to the Trades and Labor Assembly, John Anderson and Geo. Robbins.

Brother Ed. Bringer is in the hospital where he sustained an operation on his right foot. He is improving.

At our meeting of Saturday, December 2, we initiated to membership Applicants L. Lawson and F. Luers.

Division No. 212 extends a Merry Christmas and best wishes for a Happy New Year to all.

—212.



SHERIFF-ELECT JOHN SMALL, SALINE CO. ILL.

The Amalgamated Association of Street and Electric Railway Employees of America has the distinction of the membership within its ranks, of three County Sheriffs. The third Amalgamated Sheriff was elected by the voters of Saline County, Ill., at the recent general election, Nov. 7, in the person of former President John Small of Division No. 934, Harrisburg, Ill. The other two are Brothers Cutshall, Crawford Co., Pa., member of Division No. 197, Meadville, and Brother Cherry, of Blair County, Pa., member of Division No. 811, Altoona, Pa., whose picture appeared in the issue of December, 1921.

A review of the past of Brother John Small, as given by the correspondent of Division No. 934, is in effect that he was born in Brush Township, Saline Co., Ill., Aug. 22, 1880, and is 43 years of age as he takes his place as Sheriff of Saline Co. His early life was spent upon a farm. At the age of 19, he married Miss Cora B. Williams, and to this marriage have been born Maggie Ruth and Curtis Glen Small. Brother and Mrs. Small at first engaged in farming, and at the age of 22 he was elected Road Commissioner in his Township. Later, in 1910, he was elected Tax Collector, and in 1912 Township Supervisor. These various offices he filled with credit. As his children advanced in years, he desired to locate where his means would avail to them the privilege of a high school education. In 1913, he took a job as Interurban conductor on the Southern Illinois Railway and Power Co. Line operating out of Harrisburg. He has been engaged in this work for nine years. In 1914 the employees of the S. I. R. & P. Company decided to organize. They were influenced to join what was then called the Brotherhood of Interurban Trainmen. Brother Small was elected President of this organization. He also served the organization as Secretary and represented the Local on different occasions. Later the members concluded the so-called B. of I. T. was not giving them what they could expect and in October, 1919, they entered the Amalgamated Association as Division No. 934, and thus became a unit of the American Federation of Labor. At the institution of Division No. 934, Brother Small was elected Secretary-treasurer, which office he filled until January, 1922. During his course as an officer of the Local, he was instrumental with other officers in the restoration in employment of one member with \$540 back pay, who had been unjustly discharged. He also led the course of the Local in reinstating four other members who were unjustly discharged and which called for a strike vote, to enforce arbitration of their cases. The time these four men lost cost the company \$1,700. The trouble was largely due to the vindictiveness of the then Superintendent who since been eliminated from the service here.

CONTEST FOR PHYSICAL SUPREMACY

Niagara Falls, N. Y. and Ont.—The Niagara Falls Branch of Division No. 623 is still very much alive after five months of protest against the lockout of the International Railway. Our members are in fine spirit and we believe that we have gotten rid of all of the weak kneed members we had in this branch of Division No. 623.

We held a benefit dance on the night of November 17. It was a success. All who attended had a grand time and are hopeful that we will again have another dance and soon the Victory Dance.

We are somewhat handicapped here by an injunction against jitneys. In spite of that, the International Railway is operating less than one-half of its regular number of cars and they are not well patronized. The strike breakers are stealing more than three-fourths of the receipts that they do receive. The Company is far short of operating expenses.

Our City Council and City Manager have evidently laid down on the situation. They are doing absolutely nothing to clear it up, and get rid of the undesirable imports now operating cars in this city. Our daily meetings are well attended. We are hopeful that after this strike is over, the regular meetings will be just as well attended as they are now.

—W. J. B.

THE IMPORTANCE OF ORGANIZED LABOR

Seattle, Wash.—For indefinite centuries, men have been seeking for the solution of various problems relating to the toilers.

Students of ancient history have disclosed the struggles of the plebeian or slave class against the patrician or ruling class, centuries before the Christian era. The labor problem is a problem of all nations, all peoples and all centuries. The factors change but the problem remains. History is really a story of the masses upward. You that grunt and growl every time the collector tries to accommodate you by going out to the barns to collect your dues for the purpose of maintaining a local where you may go and speak your mind, should remember just a few years back it was not permissible for an employee to meet with other employees for the purpose of bettering their conditions. Only a few decades back men were put in jail for trying to organize a union. It is through labor organizations that the poor are receiving enough money to partly educate their children so that they may make useful men and women.

True history is a chronicle of the relations of man to man in the struggle for existence and the subduing of natural forces. Migrations, wars, changing dynasties, social and political ailments are but the outward and visible signs of adjustments of man to his physical and social environment.

Some claim that slavery and serfdom have disappeared, but traces of those older forms still remain. So the \$1.25 per month that is being paid by the men trying to better conditions is not lost. But you who are riding the backs of your fellow worker are getting the benefit of the union men. You are cowardly taking what the organized men have gotten for you. The docility and unquestioning obedience so frequently expected of the workers are the old virtues of the slave and serf in the clothes of the so-called free worker, so please learn. In the last century and a fraction enormous industrial changes have taken place.

But some can't conceive the importance of wearing a button, would rather sneak around without one. Organizations of wage earners have risen out of the complexity and confusion of industrial changes of the nineteenth century. A good union man is much more respected than a slacker.

—CON. 587.

REPORTS PROGRESS

Elizabeth, N. J.—Division No. 823 reports progress. Election of officers took place at our December meeting.

Brother Mulford remains on the 5:15 and sometimes fails to get the train. He then takes his turn at the extra list. Better get a new clock, Bob.

Mr. Raymond Price, formerly chief dispatcher of the last line, has been promoted to assistant division superintendent. We wish him luck. We believe he will give us a square break. He was formerly a conductor.

Our electric piano has been repaired. We are again being amused with some of the latest, such as "The Good Old Summer Time," "Little Annie Rooney," and "Two Little Girls in Blue." There is no dearth of new records.

Brother Grover Scott has picked the owl car. Brother "Pop" Lovett keeps him awake with the signal bell.

Indoor sports: Coasting cars to cut current on the Aldene Line during the middle of the day or after rush hours at night. Barney Oldfield must have received his early instructions on this line.

Brother Elmer Guy has returned from the Exempt Firemen's Convention held at Yardley, Pa. —823.

EIGHTH DIVISION CAPTURES PRIZE

St. Louis, Mo.—At our meeting of October 23, which was well attended, we initiated 8 new members. Mrs. Thos. Sweeney gave an interesting talk on "Shall we, or shall we not enjoy liberty in the U. S.," which was highly applauded. Brother O'Shea Int. Vice-President, discussed the Buffalo street car lockout situation, of which he is in charge.

The Eighth Division was fortunate to capture the \$100 prize. The boys got together and had a rousing good time, with refreshments and dance for members and their families. This makes the fifth \$100 prize the 8th Division "Safety First" boys have won.

Conductor Buckner has returned from St. John's Hospital, after undergoing an operation for appendicitis.

Motorman Thos. Kane, one of our oldest men has returned from St. Mary Hospital and is on the road to recovery.

Conductor Keen of Par Ave. has also returned to work after suffering from an operation. Brother Taylor is recovering from a sick spell.

Our sick benefit fund was hit hard, due to the many worthy brothers who received financial aid during their illnesses. We are glad, however, we were able to help them somewhat in their time of trouble.

Brother Fechter announces the marriage of his sister to C. A. Geibler, which occurred some few days ago. We wish them success in their new venture.

Brother John B. Wagner of Easton Ave. Line spends much of his spare time enjoying his new auto.

Shed Foreman John Rippen has been removed to U. R. new shed N. Broadway. While the boys of 8th Division regret to see him go, they all join in wishing him well at his new location.

Brother Tousey of Park Shed is sorrowing over the loss of his beloved wife, who passed from this life September 29th. His many friends extend sympathy. An offering was sent by the Floral Aid Society.

Brother Shilly is intoxicated with joy. A new girl has arrived at his home.

On November 1st, the U. R. dedicated the new car barn on North Boarway. Good speakers and plenty of refreshments helped to make the event one to be long remembered. Movies were shown of first cars operated until the recent time.

We report the following deaths in our ranks:

Vincent McDermid died September 11.

T. H. Campbell, died September 28.

Henry Bendorf died October 28.

Conductor Flechs died September 11.

We extend sympathy to the families and friends of these departed brothers. —788.

BROTHER O'CONNOR RE-ELECTED

New Haven, Conn.—Although the November meeting of Division No. 281 was very well attended, we still have over 400 who have not attended a meeting this year. When the new wage question came up for a hearing many of those who wanted certain working conditions adopted, put in an appearance at the meeting. But they have not attended a meeting since. Going to one meeting a year is poor policy.

Brother Leo J. O'Connor, who has so faithfully served us the past year, was re-elected.

In the election just held, only one labor man was elected from New Haven to the Legislature in Hartford. Now we are going to spend a lot of money having men hang around the lobby at the Capital begging legislators to pass laws favorable to labor. Sometime the working man will have brains to elect the men they want. The Secretary of the State Federation of Labor was defeated for the Legislature, when he should have been elected easy. We hope the rising generation will use their vote better than the present one.

We extend to all Amalgamated brothers, best Wishes for a Merry Christmas and a Happy New Year. —281.

OLD CORRESPONDENT RETIRES

Windsor, Ont.—Division No. 616 is looking forward to the New Year with the hope that it may be even more successful than the closing one.

The stork has been very busy of late, leaving a nine lb. boy at the home of Brother and Mrs. Geo. Hagarty, October 30, and a fine 6 lb. girl at the home of Brother and Mrs. O. Meloche. Congratulations.

Brother J. Kenney was appointed Inspector on all lines of the Essex Division of the Hydro Electric Railways, and commenced his new duties on November 1st. The boys of Division 616 wish him luck in his new position.

Brother E. Higgins has the sympathy of all members of Division 616 in the loss of his 3 year old son, who died the latter part of October. Brother Higgins and family extend their sincere thanks to every member for the floral offering, and expressions of sympathy.

Brother W. Simser and family diverged to Kingsville and Leamington in their Lissie one Sunday and Lissie has been coughing ever since.

Brother L. Cody is reported to be owing Stoney Point \$20. Why doesn't he pay up?

Brother Mose Lavack has invested in a new Ford car.

Boys, don't take any chances with the one-man car. Let's guard against rear-end collisions. The company would rather see you lose a few minutes time than take chances.

Well, brothers, we are nearing the end of the year and I wish to thank each one who co-operated with me in my duties as correspondent to the MOTORMAN AND CONDUCTOR. This is my last write-up and beginning with the New Year, this work will fall to the new Financial Secretary-Treasurer, along with his other duties.

The officers and members of Division No. 616 extend Best Wishes for a Merry Christmas and a Happy New Year to all Amalgamated brothers and their families. —616.

PATRONIZE THE UNION LABEL

Des Moines, Ia.—Division No. 441 met in regular meeting in December and received valuable instruction from our business agent, Brother J. B. Wiley, which was of vast interest. We smoked some Brown Beauty Cigars as a compliment from Mr. P. N. Jacobson, owner of a cigar factory in Davenport, Ia. His request is that those who smoke cigars smoke the union made brands whether from his factory, or otherwise. Brother Wiley stated to us that his factory was the most systematized he had ever visited. The conditions of the employees were ideal. Not only are they union men but the factory provides for the welfare of the employees in sick and disability benefits and has an established pension fund for death or disabilities. By smoking Brown Beauties hereafter, those who smoke cigars can show their appreciation of this man's interest in the welfare of his employees and at the same time have the satisfaction of smoking a union made cigar.

Mrs. Dowd, the mother of Brother Dowd, of our Local, passed away October 16. He was the sincere sympathy of the membership.

Brother J. Krumpholtz in going through one of his dark closets recently found a coat he purchased in Chicago 25 years ago. It contained the union label.

This was before he knew the principles of unionism. Brother Dowd's ancestors came from Guilford, Eng., and settled in Guilford, Conn., in 1637. The same farm upon which they first settled is still owned by Wm. Dowd and has been in possession of the Dowd family for 285 years.

Boys, let's investigate the records of all applicants before accepting them into our ranks. At this time there are many who aided the railroad companies directly or indirectly in their effort to defeat the shop crafts. Some of these men are out of work and take it wherever it can be found. There is no question but what they will attempt to secrete the fact that they were strikebreakers. Those who were not strikebreakers will gladly give an account of themselves that can be easily confirmed by an investigation.

Several of our members are proud of the vote of the State of Iowa for standing by the principle of right and justice. They feel grateful to the electors. They were those of our boys who fought across the water.

Brother Fitzgerald of the Electric Workers was defeated for State Representative. Another good man not supported as he should have been. —TRD.

The Federal Railroad Labor Board is credited with having declared that "a living wage is a bit of maliferous phraseology well calculated to deceive the unthinking." The Board says: "If a living wage were granted transportation employes, it would bankrupt the railroads." Thus it is a question whether the bankrupting of railroads or the continuance in bankruptcy of railroad employes may have the most dilatory effect upon the public in general. The Railroad Labor Board advises continuance of the employes in bankruptcy.

LOOKS LIKE SETTLEMENT

Springfield, Mass.—To all of the divisions of the Amalgamated, we send Holiday Greetings. We are pleased to announce that our division is back in the harness once again, and on its program is the restoration of its relations with the MOTORMAN AND CONDUCTOR. We assure you that you will hear from us in the future regularly.

The newly elected Correspondent wishes to have the brothers of this Division realize that there are numerous difficulties surrounding this position. He assures you that he will do all in his power to uphold the faith and confidence you have shown in electing him. He wishes the membership will take no offence at anything said in the future, but take all news in the spirit that it is rendered.

Our members have passed through a strenuous period of unrest. It looks now as though this unrest has departed into space, and that we are all bucking up, and looking forward to the silver lining of these pessimistic clouds. One indication is that the matrimonial thermometer has risen four points in the last two months. We all wish Brothers Burns, Chestnut, Coughlin and Lunch and theirs, good luck and happiness.

If the unofficial reports are true it looks as if the recent wage compromise will be accepted. Springfield voted 412 for acceptance, and 250 against acceptance. The Worcester and other properties affiliated with the Springfield division, have no definite report on the ballot, except that the feeling amongst the men seems to be that the compromise was accepted.

Our Division held the annual election of Officers. Brothers E. A. Raleigh, J. P. Coughlin, J. O. Train, M. J. Hennessy were all re-elected president, vice-president, recording secretary, financial secretary, treasurer and business agent, respectively. This shows we have utmost confidence in these men. They have done a great deal for organized labor in this city. However, it is the opinion of this Division that their opportunities will be unlimited in the future, as in the past.

In the election for executive board members, it is regretful to say that no one was elected. Virgil once said, "For every result there is a cause." This applies to Labor Organizations as well as to Army tactics. Some of the boys are wondering how it is no one was elected. Section 33 of our Constitution and General Laws of our Association is quoted: "It shall require a majority of the members voting to constitute an election and where there are more than two candidates for the office, the lowest candidate in each unsuccessful ballot shall be dropped and the balloting continued until a majority is cast for one candidate."

This leads us to face the fact that some way must be found to overcome this tedious and costly method of electing men to the various offices. Of course the writer does not dispute the fact that a man has the RIGHT to nominate his prospective candidate, as long as that man is in good standing. However, it seems that the men should give a little more consideration to the qualifications their prospective candidates have for the office. Men, this is where we have been lacking. If you care not to remedy the problem, some other form of primary election must take place in order to ascertain through the process of elimination, those candidates whose names should be placed on the regular ballot. Men, this is the condition we are facing. What are you going to do about it?

In the past month this division lost through death, two executive board members, Brothers Griffin and Hurley. Their record in the division is a proud one, and toward which all members should strive to attain.

—448.

BUFFALO CONFERENCE REPORT

By Int. Treas. L. D. Bland, Sec'y of the Conference

The Buffalo Conference of representatives of 19 Local Divisions of the Amalgamated Association was inspiring, full of determination for the success of the Buffalo membership, which means the success of the Amalgamated membership throughout the Continent for the issue, "Shall a dictatorially, company-controlled form of organization, or an organization of free men prevail among the electric railway workers of America?" was thoroughly sensed and squarely met by the delegates. The report and recommendations adopted gave the answer, and a generous response that will be given these recommendations by the full membership of our Association will reverberate that answer throughout the entire traction field of America.

Will Support Buffalo Members

Covering a radius within reasonable distance of the city of Buffalo, N. Y., representatives of nineteen of the larger Local Divisions of the Amalgamated Association of Street and Electric Railway Employees of America met at the Arlington Hotel, Buffalo, Oct. 25 and 26 to confer on the lockout situation affecting the members of Division 623 of our Association, which has existed in that city since July 2.

The conference was the result of a call issued to these Local Divisions by International President W. D. Mahon to send representatives to a conference in Buffalo, for the purpose of investigating the situation in that city, and to provide means to carry on the struggle of our Buffalo membership.

The response of the Local Divisions was most encouraging. Seasoned, experienced men were sent by these divisions to represent them in the conference, men who have been fighting the battles of the Amalgamated Association in their various localities the best years of their lives, and whose training and proved fidelity to Amalgamated principles made them competent to grasp the necessities of the Buffalo situation.

In addition to International President W. D. Mahon, First-International Vice-President William B. Fitzgerald, International Treasurer L. D. Bland, and Organizer Wm. Collins of the A. F. of L., there were present at the conference the following delegates representing their respective Local Divisions:

Division No. 22, Worcester, Mass.—P. J. Rooney.
Division No. 26, Detroit, Mich.—Garrett Burns.
Division No. 85, Pittsburgh, Pa.—P. J. McGrath.
Division No. 113, Toronto, Ont.—J. Gibbons and W. D. Robbins.
Division No. 168, Scranton, Pa.—Lawrence F. Hart.
Division No. 241, Chicago, Ill.—William Quinlan and William Taber.
Division No. 268, Cleveland, O.—F. Schultz and E. E. Brown.
Division No. 282, Rochester, N. Y.—C. Herrick and W. Norton.
Division No. 308, Chicago, Ill.—William Mylan and William S. McClenathan.
Division No. 448, Springfield, Mass.—E. A. Raleigh.
Division No. 496, Pittsfield, Mass.—O. G. Monroe.
Division No. 537, Holyoke, Mass.—John Kane.

Division No. 549, Northampton, Mass.—J. D. Whalen.

Division No. 568, Erie, Pa.—Harry Solomon and Paul Billings.

Division No. 580, Syracuse, N. Y.—Owen Lynch and William McGinn.

Division No. 582, Utica, N. Y.—P. T. Noon.

Division No. 589, Boston, Mass.—Thomas Shine and William Walsh.

Division No. 623, Buffalo, N. Y.—John Parker, C. W. Conroy and V. Tuero.

Division No. 627, Cincinnati, O.—Abe Spradling and Julius Luchsinger.

Division No. 788, St. Louis, Mo.—Walter Hodges and Matthew True.

The conference was opened at 10 o'clock a. m., Oct. 25, in the conference room of the Arlington Hotel by International President W. D. Mahon, who made a brief statement of its purpose. He then suggested that the conference organize and get down to business. Accordingly the delegates unanimously selected International President Mahon to serve as chairman of the conference, with International Treasurer Bland as secretary, and Financial Secretary W. D. Robbins of Division 113, Toronto, Can., as assistant secretary.

Review by President Mahon

The International President followed with a review of the history of the Buffalo movement from the inception of "Mitten Management." He told of the persistent efforts pursued by the present company officials to undermine the organization of the men; of the verbal understanding he had reached with the company in 1921 affecting wages and conditions, and of its violation by the company officials in August of that year. He told of the conservative waiting policy pursued by the Buffalo men and of their continued conciliatory efforts to reach an understanding with the company that would enable them to exist as freemen. He related the wage policy laid down by "Mitten Management" in the city of Philadelphia, which was based on an average of the wage paid in the cities of Buffalo, Cleveland, Detroit and Chicago, and showed that a reduction of wage in any of these cities meant a lower wage for the Philadelphia employees. It was thus clear why "Mitten Management" desired to reduce wages in the city of Buffalo. He told of the efforts of the company to establish its so-called "co-operative" organization on the Buffalo system and of the bulletins issued, telling the men in effect to get into the "co-operative" company union or to get off the job; informed the conference of his efforts to bring peace in the Buffalo situation, and of notifying Mr. Mitten of the attitude of his Buffalo officials, which proved unavailing. The men had taken their first wage cut under protest, he said, and submitted passively to the indignities that were heaped upon them, but when the announcement of the second wage cut came, the men resented it and made a united demand upon the company for a renewal of their contract understanding and the recognition of their organization. He told of the attempt of company officials to create the impression that he had made a verbal contract covering the Buffalo men at that time, and of the later admission by company representatives

that no such contract or understanding had been entered into. The company absolutely refused to make a contract and was doing its best to crush Division 623, and when the announcement of the 2½ cent an hour wage decrease came last June, the men stood solidly against Mitten policies and refused to surrender their organization.

The International President stated that at the meeting of the General Executive Board last spring Brothers Clarence Conroy and Vincent Tuero of Buffalo, business agent and recording secretary respectively of Division 623, Buffalo, N. Y., appeared and related the situation, which was fully discussed by the Board. He said he gave his views to the Board at that time of what was being attempted by "Mitten Management" in Buffalo; that the so-called "co-operative plan" was merely an old method under a new name to crush bona fide organization of the workers; that it was the same as we had to contend with thirty years ago in this country, a form of feudalism that placed employees completely at the mercy of company officials. The so-called "co-operative plan," he said, had been proven in the Buffalo situation an institution for the creation of strikebreakers for other cities. Men had been brought from the so-called "co-operative" organization in Philadelphia to take the places of the Buffalo locked out employees. Some of the Philadelphia men refused to act as strike-breakers and lost their jobs. He said it was common knowledge among those informed that if "Mitten Management" could be successful in crushing our organization in Buffalo, that it was its purpose to invade the cities of Pittsburgh and Chicago next, and that if it could successfully spread itself to other cities it would mean the destruction of our trade unions. The plan was conceived to destroy legitimate organization, and if permitted to go on, would force the workers into other forms of organization to protect themselves. He said it had fallen to us to make the fight against this feudal system being attempted in America, a system as bad as anything that existed in the middle ages. He said we must go down in the fight if necessary to establish the principle that the workers of this country have the right to organize and promote their organizations of labor, and conduct them in their own way.

President Mahon stated that the General Executive Board at its last meeting had instructed him to forward \$15,000 a week from the defense fund to assist the Buffalo men. A financial appeal had been sent out by the Board to reimburse the defense fund in order to carry on the Buffalo fight. He said this had brought some money, but the situation was such that he, First International Vice-President Fitzgerald and Secretary Reeves of the G. E. B. conferred and decided that the proper thing to do was to call this conference, in order that the representatives of the Local Divisions might get the information first hand on the Buffalo situation and carry the truth back to their membership. He said the Buffalo fight should be carried on as long as there was a

dollar or a man left in the Amalgamated. There was no use mincing matters in this situation; the fight must be carried throughout the winter and, if necessary, we would take a fresh hold next spring. He told of the hard effort made to keep out of trouble in Buffalo, but when men were forced to struggle for a principle, the fight had to go on and these men had to be supported. He said sacrifices must be made to continue the Buffalo fight. Money must be donated from the treasuries of the Local Divisions, and if necessary, the membership should be willing to assess themselves to prevent a spread of this union-crushing institution. We must put our whole strength behind the Buffalo struggle. He said that public sentiment in favor of the locked out employees at Buffalo was the best that had ever been shown in America, and that this sentiment was evidence of the justice of our position. The Buffalo public was standing loyally behind the locked out men, and from the mayor down was giving them their moral support. The Nickle and Walk Club had organized 150,000 members and the general public sentiment was all in our favor. He stated that the company had lost millions already in the fight, and we must keep up the battle until it has been made so costly for those who had forced it that such attempts would be rare in the future. It was not possible to lose this fight, he said, if the Amalgamated members throughout the country would stand together and do their duty. As organized workers, conducting a lawful organization, we must stand for our rights the same as commercial and other organizations.

This fight is for the existence of the Amalgamated Association, said the International President, which is dear to the hearts of all of us. He urged the delegates to make a tour of the International Railway system in buses and investigate conditions for themselves; to go to Niagara Falls and Lockport and over the entire system, and to meet again in conference the following day with their information first hand, and to take the necessary action to insure victory for the Buffalo men. He suggested the appointment of a committee to draft an outline of policy for recommendation to the Local Divisions throughout the Association.

Statement of Brother Conroy

The International President then called upon Clarence F. Conroy, business agent of Buffalo Division No. 623, to relate the story of the Buffalo struggle to the delegates.

Brother Conroy told of the formation of the Division in 1913 and of the continuous contract relations between the company and the Local Division that existed under past management for a period of seven years. During that time there had been one strike and one arbitration. On July 31, 1918, the U. S. War Labor Board had awarded a wage increase, which the company refused to put into effect. This resulted in a strike, and was finally adjusted by the company agreeing to meet the back pay in four installments.

"Mitten Management," Brother Conroy stated, had taken charge in February, 1920, with Mr. Tulley as president. Immediately followed a stool pigeon policy by the company to undermine the division. Difficulty arose in the early part of 1920 in making a contract, resulting in a settlement on everything but wages, which it was agreed to arbitrate. The company put obstacles in the way of arbitration, however, refusing the services of the Public Service Commission and the State Board of Arbitration. When they finally did get into arbitration, the company declined to agree to any back pay, and insisted upon an arrangement that if a wage increase should come, it must be dependent upon an impossible fare increase.

In April, 1921, Brother Conroy stated, the company posted a notice of a wage cut and changes of working conditions. The International President was notified of the situation and met with Mr. Mitten, bringing about an understanding that the wage rates would be left as they were for another year. This understanding was ratified by Division 623. In violation of the understanding, however, on Aug. 15, 1921, the company reduced the wages. The men accepted the wage reduction under protest, notified the company of its violation of agreement, and in the hope that a change of policy would result, they went along until March of this year. He stated that back in April, 1921, the so-called "co-operative plan" for Buffalo was drawn up by the company, instituting five departments, each represented by a trustee, the decision of the trustees being conclusive. The company instituted coercive methods to force the employees into the so-called "co-operative." Division 623 protested against this and the company agreed to discontinue its coercive tactics. In 1922, however, the coercive policy was again adopted by the company and many of the employees were forced into the "co-operative." A notice was posted by the company that all employees who failed to become members of the so-called "co-operative" by April 14, 1922, would be subjected to a physical examination and if found not physically fit would be discharged. On June 1 of this year, another notice was posted by the company that on the first of the following month the maximum wage would be reduced from 55 to 52½ cents an hour. When this took place, the members of Division 623 held a meeting, rejected the proposed wage reduction and demanded that the company restore its agreement with the organization. On June 22 the officers of the organization met with the management of the company and were refused an agreement. The company refused arbitration. On June 28, another conference was held with the company officials, when they were informed that the men would meet the following night to take action. Another conference was agreed to for June 30, but when the officers of the division visited the company headquarters, they were informed by the office boy that the company officials would not meet with

them. Later a statement was issued to the press by the company officials that the proposed wage cut had been withdrawn, due to the protest of a disgruntled minority. The officers of the union took up the matter with the mayor, who tried to effect a settlement with Mr. Mitten and Mr. Tulley. In this he was unsuccessful. On July 1, First International Vice-President Fitzgerald accompanied the committee to Mr. Tulley's office, but was unable to meet him, and on July 2, the lockout took place.

At the request of the mayor, International President Mahon then came on to Buffalo to meet Mr. Mitten, whom the mayor had also requested to come. Mr. Mitten, however, failed to make an appearance. The effort of the company officials to leave the impression that an agreement existed, Brother Conroy stated, was later admitted by Mr. Weatherwax, representing Mr. Mitten, to be not true, and that it was clear that there was no agreement.

Efforts were made by the State Industrial Commission to effect conciliation, Brother Conroy said, but the company insisted there was nothing to investigate. Cossacks were sent in by the state administration, who beat up citizens without cause. He related the incident of a captain of the state constabulary purchasing dynamite, evidently for a plant, and giving the name of the business agent of the union as the purchaser. The mayor appointed a committee of seven citizens, he said, to investigate the trouble, and requested the officers of the organization and the company to appear before this committee. Brother Fitzgerald and the officers of Division 623 made their appearance and presented the side of the employees. The company officials refused to appear and stated they would have nothing to do with the union. After this hearing took place, four of the seven members of the committee issued a statement, in which they said that for the best interests of Buffalo it rested with the citizens to see that Mitten policies did not prevail. He said the Board of Supervisors of Buffalo and the mayor and city council of Niagara Falls had exhausted their efforts to bring about a settlement, the company declining in every instance.

Brother Conroy presented to the delegates a long list of interesting statistics on the number of cars in normal operation and the number being operated from time to time during the lockout; the enormous increase in accidents; the lack of patronage by the citizens of Buffalo, and the number of scabs employed by the company. He stated that some 1,100 of the Philadelphia employees had been sent in to operate cars in Buffalo, and that those who had refused to come had been discharged and told they were not "co-operating." He said some strikebreakers had been imported from other cities and that at this time some 75 per cent of the scabs were being housed in the barns. Notwithstanding the struggle had gone on for 17 weeks, the company was only enabled to do about 25 per cent of its normal business. Not a car had yet moved

in Lockport and for 86 days there had been no service at Niagara Falls. The company was doing everything in its power to try to induce the old employees to return, posting notices offering inducements as much as two months' sick benefits, amounting to \$90, if they would resume work under the "co-operative plan." He stated that when the lockout took place, there were 2,193 men involved; that 23 did not go out, leaving 2,170 out of service. Some 40 of these have deserted. He stated that between six and seven hundred of the locked out employees were employed at other work and operating busses. He told of the injunction issued against the members of the organization, restraining them from practically every act but breathing; of the efforts of the jitney men to operate and the opposition of the company through the courts. Notwithstanding this opposition, however, the busses were doing good business on a 16 cent fare, which was made necessary to meet the state law that any mode of transportation in a city where street cars were operated was prohibited from carrying passengers for a less fare than 16 cents. He stated that information from reliable sources showed that the company had already lost \$3,000,000 in the fight, and that the previous week it had sold a valuable piece of property in Buffalo for \$300,000 to carry on the lockout. This indicated the desperate condition the company was in, and in an effort to unload its losses on the city the company was now endeavoring to enter into a service-at-cost agreement with the city council at a fixed valuation, millions beyond its real value. He related the transfer of \$2,000,000 of Buffalo bonds for bonds of the Philadelphia "co-operative," amounting to \$1,000,000, which the Philadelphia employees had put their money into, these bonds being sold for the purpose of continuing the fight against the Buffalo men. He said the members of Division 623 were determined to see the fight through, and all they asked was the loyal support of the other divisions throughout the country. He stated that the Buffalo movement had received the full support of the International officers and good support from many of the Local Divisions, and he expressed the appreciation of the Buffalo men. He especially thanked Brothers Quinlan and Taber and the members of Divisions 241 and 308, Chicago, for the assistance they had rendered. He stated that President Gompers of the A. F. of L. had kindly visited their city and addressed their mass meeting. There were many public demonstrations going on from time to time in Buffalo in behalf of the locked out street car men, and the citizens of Buffalo were with them. He said the clergy of many denominations had addressed many of their meetings and had opened their pulpits to their speakers, and related a recent instance wherein the whole congregation at one of these church meetings had offered up prayer for the success of the Buffalo street car men and their families in their struggle against the vicious plan that was being forced upon them.

At the conclusion of Brother Conroy's interesting statement of the Buffalo situation, it was ordered that the International President be instructed to appoint a committee of nine to draft a report and outline a policy for recommendation to the Local Divisions, this committee to include the International President and secretaries of the conference. The committee appointed by the International President follows:

William Quinlan, Division 241, Chicago, Ill.
Joseph Gibbons, Division 113, Toronto.
Thomas Shine, Division 589, Boston, Mass.
Abe Spradling, Division 627, Cincinnati, O.
Owen Lynch, Division 580, Syracuse, N.Y.
P. J. McGrath, Division 85, Pittsburgh, Pa.
E. A. Raleigh, Div. 448, Springfield, Mass.
Fred Schultz, Division 268, Cleveland, O.
W. T. Hodges, Division 788, St. Louis, Mo.

It was then decided that the conference adjourn until 10 o'clock the following day, Oct. 26, the delegates to make a bus tour of the system for investigation, and to attend in a body the mass meeting of the Buffalo street car men and their families, to be held at Polish Union Hall at 7:45 the night of Oct. 25.

It was further decided to invite the local executive board of Division 623 to be present at the session Oct. 26.

Second Day's Session, Oct. 26

The second day's session of the Buffalo conference of representatives of Local Divisions of the Amalgamated Association of Street and Electric Railway Employees of America opened at 10 o'clock a. m., at the Arlington Hotel, Buffalo, N. Y.

International President Mahon in the chair. All delegates present.

The report of the committee appointed to outline ways and means to assist the members of Division 623 in carrying on their struggle was read by the secretary.

After a brief discussion by the delegates, during which International President Mahon explained the Mitten so-called "co-operative plan," told of its origin and its purpose, as shown in its application in the cities of Philadelphia and Buffalo, the report was unanimously adopted and recommended for endorsement by all of our Local Divisions.

The conference adjourned sine die at 1 o'clock p. m.

Recommendations

The recommendations adopted by the Conference and signed by the conferees, read:

First—We, the representatives that have assembled here, pledge that we will return to our respective local divisions and report the true conditions as we have found them here in Buffalo, and recommend that our local divisions take up the subject at once by appealing to all their membership to attend the meeting at which the report is submitted, and to appeal to the membership at that meeting to at once place on such assessments and make such contributions as will guarantee protection and assistance to aid the Buffalo men in carrying on their struggle.

Second—We recommend that this report be forwarded by the International President

to every local division of the Amalgamated Association, and we appeal to those divisions to forward every dollar within their power to contribute to the International treasury, to be used in behalf of the Buffalo men in their struggle, and in making this appeal to the locals, some of them may say, why not put on the regular assessment, as the laws of the organization provide? We would point out to them that that will not meet the situation. More money than this would bring is required. The International Association has been sending into this city, \$15,000 a week. That must be continued, and more must be raised, for winter is now approaching and these men and their families must be supported, and therefore we appeal for that true Amalgamated spirit to be asserted in every local division, and by every member, and feel assured that this will be done, which will win the Buffalo struggle without a question.

Grand President E. H. Fitzgerald, has presented to the Federal Railroad Labor Board a petition for an increase in wages for the members of his organization, which embraces Railway and Steamship Clerks, Freight Handlers, Express and Station Employees. When the Railways were returned to the owners, following the close of the World War, the table of wages prevailing to these employees averaged approximately \$109.00 per month. Since the establishment of the Federal Railway Labor Board, these employees have sustained two reductions in wages, which brings their wage rates to an average of \$85.80 per month. Except for the vast majority of the Maintenance of Way employees, these employees receive the lowest railway wage rates paid in the railway business. It will be observed that to place these men back to the wage rates they were enjoying in 1920, it would be necessary for the Railway Labor Board to increase wages approximately 29 per cent. In other words, under their present wage rates they are receiving 73 cents where in 1920 they were receiving One Dollar in wages. It may also be suggested that railroad fares and freight and express rates have materially increased within the period of time that these men have sustained their tragic reduction in wages. Their experience is very like that of the Maintenance of Way employees, Railway Signal men, and what the shop crafts were to undergo had they not protested through a vigorous strike, which has somewhat lightened the burden to them on the vast mileage of railroads that have settled with the striking shopmen.

MOTORMEN AND CONDUCTORS "NO FROST"

PREVENTS WINDOWS FROM
STEAMING AND FROSTING

Autos, Homes, Stores—Postpaid Bottle 50c

AGENTS WANTED. Can make \$20 a Day

BARNACLE MFG. CO. Box 143, New Haven, Conn

The Fashions

There is much that is interesting in the new jaunty suits with short jackets, belted or without belts. Braid, embroidery, fur band or a finish of plain stitching are all equally in good taste. The length of the jacket may be a little below the hips or, for mature figures, in fingertip length.

Some new suits show blouse jackets, with added peplums or one-piece models of this type, that are in hip length and belted, slightly below or at the normal waistline.

Three tier skirts are new and very attractive.

Draped effects are seen everywhere, and call for the use of buckles and clasps.

Wider skirts are seen, since they have become longer, but the fullness is cleverly disposed in folds and draperies.

The waistline strives toward the normal, sleeves are long, hems of uneven length, and there is a variety of necklines comprising every conceivable shaping.

Gay colored leather was used on a dress of velvet, appliqued with heavy embroidery stitches.

Simplicity should be the keynote of school clothes.

Top coats are shown in two styles, a loose wrap coat with adaptable collar, developed in fine tweeds and homespun and the Russian straight coat with high collar and deep cuffs of fur.

Plain reefer or single breasted coats in navy or brown are good for every day wear.

Velours, trimmed with heavier or nutria is featured for the more dressy type.

For School wear, there are brushed knitted wool suits in plain tailored styles.

There are also capes of brushed wool, sweaters, jumpers and scarfs. Bloomer dresses, also knickers for wear with middys and blouses are made up in cloth and wash fabrics.



4181



4177



4187



3854



4193



3656



4144



4176

4181. Misses' Dress.

Cut in 3 Sizes: 16, 18, and 20 years. An 18 year size requires $4\frac{3}{4}$ yards of 40-inch material. The width at the foot of the skirt is $2\frac{3}{4}$ yards. Price 12c.

4187. Girls' Dress.

Cut in 4 Sizes: 6, 8, 10 and 12 years. A 10 year size requires $2\frac{3}{4}$ yards of 44-inch material. Price 12c.

4193. Ladies' Apron.

Cut in 4 Sizes: Small, 34-36; Medium, 38-40; Large, 42-44; Extra Large, 46-48 inches bust measure. A Medium size requires $4\frac{3}{4}$ yards of 36-inch material. Price 12c.

4144. A Dainty Sack.

Cut in 4 Sizes: Small, 34-36; Medium, 38-40; Large, 42-44; Extra Large, 46-48 inches bust measure. A Medium size requires $1\frac{1}{4}$ yard of 32-inch material. Price 12c.

4177. Ladies' Dress.

Cut in 7 Sizes: 34, 36, 38, 40, 42, 44 and 46 inches bust measure. A 38-inch size requires $5\frac{1}{4}$ yards of 40-inch material. The width at the foot is $2\frac{3}{4}$ yards. Price 12c.

3854. Girl's Dress.

Cut in 5 Sizes: 6, 8, 10, 12 and 14 years. A 10 year size requires $2\frac{3}{4}$ yards of 44-inch material. Price 12c.

3656. Ladies' House Dress.

Cut in 7 Sizes: 34, 36, 38, 40, 42, 44 and 46 inches bust measure. A 38-inch size will require $5\frac{1}{4}$ yards of 36-inch material. The width of the skirt at the foot is 2 yards. Price 12c.

4196. A New Doll Set.

Pattern comprising the Doll and garments, is cut in 3 Sizes: Small—12 inches, Medium—16 inches, Large—20 inches in length. The Doll requires for a Medium size $\frac{1}{4}$ yard. The rompers—yard. The Suit and Hat, $1\frac{1}{4}$ yard of 27-inch material. Price 12c.

FASHION BOOK NOTICE


Send 12c in silver or stamps for our Up-to-Date Fall and Winter 1922-1923 Book of Fashions, showing color plates, and containing 500 designs of Ladies', Misses' and Children's Patterns, a Concise and Comprehensive A-ticle on Dressmaking, Also Some Points for the Needle (Illustrating 30 of the various, simple stitches) all valuable hints to the home dressmaker.

Send 12c in silver or stamps for our UP-TO-DATE FALL AND WINTER 1922-1923 BOOK OF FASHIONS.

Send all orders for patterns and catalog direct to the Beauty Pattern Company, Dept. M. C., 1188-90 Fulton Street, Brooklyn, N. Y. Be sure to give number and bust and waist measure for ladies' patterns and number and age for children's patterns.

Where two numbers appear on one design, two patterns are illustrated and 12c should be forwarded for each. Ten days should be allowed for delivery of patterns.

FREE TRIAL



Cut out and mail this ad to us with your name and address — send no money — and we will send you this fine Razor for 30 days **FREE TRIAL**. When satisfied after using, send \$1.95 or return razor. Order today. American Razor Works, Dept. N53, 1755 Ogden Ave., Chicago.

COURTS TURN BACK HAND OF TIME

November 6, the Court of Appeals of the District of Columbia, rendered a decision declaring the Minimum Wage Law of the District of Columbia unconstitutional. Three federal judges sat as the Court of Appeals, one dissenting. Within the decision is a legal opinion upon economics which is as old as the oldest of law literature dealing with the relations of Capital and Labor, or wage employment. This feature reads: "High wages do not necessarily tend to good morals, or the promotion of the general welfare. The standard of virtue and morality is no higher among the prosperous than among the poor. Their worth cannot be measured in dollars and cents or be promoted by a legal subsidy. * * * A wage based upon competitive ability is just, and leads to frugality and honest industry, and inspires an ambition to attain the highest possible efficiency, while the equal wage paralyzes ambition and permits prodigality and indolence. It takes away the strongest incentives to human labor, thrift and efficiency, and works injustice to employe and employer alike, thus affecting injuriously the whole social and industrial fabric."

This is not a new philosophy of the legal fraternity. However, it provides a test from which one may perceive the equity understanding of lawyers who constitute the courts of the land. Some lawyers are advancing from these old, timeworn principles, as is seen by the fact that one of the three judges dissented, presumably with the understanding that the standard of virtue and morality can be advanced by the protection that society has within its power to accord to avoid poverty and all of the embarrassments and incentives that lead the poverty stricken to stretch their code of morality.

The two federal judges who dug up this old theory of the inviolability of contract relations when governing capital and labor, it can be well understood, by force of circumstance have been compelled to adopt their code of virtue and morality as measured by those of wealth only. They use the terms "prosperous" and "poor." Neither can they be excused from the point that they have never been impressed of the two codes formulated by circumstances.

The dissenting judge, in his opinion, charges that the brief of the majority element of the court, in establishing the ground for the opinion, "is merely obiter (not in accord or consistent with the subject under consideration.) His opinion is that:

"It does not call for a decision with respect to what constitutes thrift or lack of thrift. Nor is the wisdom or the non-wisdom of the Statute before the Court. Our authority is limited to the single question, Had Congress the right to pass the Act?"

He cites that minimum wage laws stand upon the Statutes of several States and Nations.

ONE-MAN CAR WILL MAKE BIG KILLING

Several more one-man cars on the City Railway were in smashups this week. Fortunately no one was killed or seriously injured.

The one-man cars probably will be allowed to continue in operation in this city until a half dozen or more citizens are killed at one time. Then there will be such an outcry that the things will be barred from the streets. But it seems the half dozen citizens will have to be killed before anything is done.

The one-man car may be all right in small towns, but with traffic becoming more and more congested on down-town streets they are a positive menace in Dayton.

The motorman must make change, punch transfers and perform all other duties of a conductor, while the car is in motion. Under such circumstances a catastrophe is inevitable.

It is understood the operation of one-man cars is contrary to the state law.—Dayton (O.) Labor Review.



MEE'S ELECTRIC LANTERN

YOUR NAME ENGRAVED FREE

Especially constructed for railroad service. It is a wireless construction, no wires to break, ground, short circuit or cause a leak in the batteries. The only Lantern on the market that can be operated with one hand satisfactorily. The body of our Lantern is made of 22 gauge tempered brass and heavily nickel plated, guaranteed not to peel off.

OUR PRICE DIRECT TO CONSUMER COMPLETE WITH BATTERY AND TWO BULBS. \$3.75 Plus shipping charges.

Parcel Post C. O. D. or Express. Don't fail to mention whether drop or stiff bail wanted. Our batteries are the standard size and will fit any Electric Lantern. The price of one battery is 75¢, or in lots of three or more, 65¢ each. Mazda bulbs, 15¢ each in lots of three or more. Nitrogen bulbs 40¢ each or three for \$1.00. Your name will be neatly engraved on your lantern if instructed.

All prices F. O. B. Clinton, Ill.

THOMAS MEE, JR., ELECTRIC AND NOVELTY SUPPLIES
CLINTON, ILLINOIS

Write for our Watch and Jewelry Circular.



Prices Shot to Pieces

These Automatics are Brand New and Use Regular Standard Ammunition

Lowest Prices in the Country

Protect Your Home Against Unlawful Intrusion with Your Choice of the Following

Broncho	.25 cal. 6-shot Blue Steel Dependable Pocket Arm, No. 190	\$9.75
Ortgies	.25, .32 or .38 cal. 8-shot Blue Steel, Inlaid Hard Wood Grip, No. 690.....	\$10.25
Military	Model 32-cal. 10-shot, with Extra Magazine Free, No. 290	\$10.25
Mauser	.25 Cal. 8-shot World Famous Gun, No. 890.....	\$14.00
	.32-cal. Mauser No. 890-A.....	\$15.00
Luger	.30-cal. 9-shot, most powerful gun made, with automatic magazine ejector No. 990....	\$21.00
Protector	.25-cal. blue steel automatic, only few left, No. 390.....	\$7.25
Quintette	.32 and .38-cal. revolver (popular break open style) 5 shot, 3-in. barrel, nickel or blue, No. 590.	\$11.85
Revolver	Furnished with Pearl Grips, \$3 extra.	

Satisfaction Guaranteed or Money Back
Send Cash, Money Order or, if you prefer

SEND NO MONEY

Pay Postman on arrival, plus postage.

Free Catalog on request

Edwards Import Trading Corp.
258 Broadway, New York



A Stove for a Dime

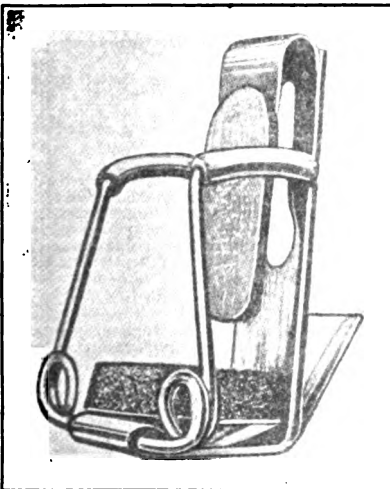
A Sterno Canned Heat Folding Stove that gives you heat in a few moments. Cook with it. Heat shaving water. Make coffee, tea. Hundreds of uses. Don't miss this opportunity to get this stove. Folds flat and weighs only 8 ounces.

STERNO

Canned Heat Folding Stove

Will be sent to you on receipt of this advt and 10 cents by Sterno Corp., 9 East 37th Street, New York. Dept. R.

Motormen's Non-Magnetic Watch Holder



A practical little holder adjusted for any size watch. May be attached to head of screw in frame of car. Saves motormen's time and promotes "Safety First." May be conveniently carried in pocket when not in use.

Wanted: Motormen and Conductors to act as Agents. Send 50c in money order or stamps for sample. Sent to any address in United States prepaid. W. C. WILLIAMSON
22 Arbor St., E. E. Pittsburgh, Pa.



High Ball!

Never start a run without Murine. Use it often to Protect your Eyes against the Hurtful Effects of Cinders, Coal Gas, Dust and Wind. This Convenient Lotion Soothes, Cleanses and Refreshes. Contains no Harmful Ingredients. Sold by Druggists Everywhere.

Send for FREE Book on Eye Care
Murine Eye Remedy Co., Dept. AA, Chicago

MURINE

FOR YOUR EYES

HIGH GRADE KNIFE \$1.00 FOR "HIS" CHRISTMAS

DISTRICT SALESMEN wanted to introduce novelty knives and razors. Permanent employment and exclusive territory. If you are earning less than \$1200 yearly let us show you how to make more.

Your boy, father, husband or friend will appreciate this beautiful though inexpensive gift. Every knife made in our factory and fully guaranteed. Blades finest steel. Handle transparent, clear as glass and unbreakable. Under them are shown any designs selected, photos, animals, emblems of Societies, Fraternal, Labor and Railroad Orders, etc.

Introduction Offer—Full size knife with any design wanted mailed for \$1.00. for 25c extra any name and address put on other side. Size of knife 3 1/4 inches.
NOVELTY CUTLERY COMPANY
 343 Bar St., Canton, Ohio



**A Year's Wear—
or a New Pair Free**

That's our guarantee of

Nu-Way
**STRECH
Suspenders**

No rubber. Phosphor Bronze Springs give more, easier and lasting stretch and never rot. Always Comfortable. Suspenders, 75c; Garters, 50c; Hose Supporters, 25c. **ASK YOUR DEALER** if he hasn't them, send direct giving dealer's name. Look for Guarantee on every pair.

Nu-Way Stretch Suspender Co., Mfrs.
 Dept. 72012 Adrian, Mich.

OTTAWA, ONT. AGREEMENT

Agreement made in duplicate this..... day of September, 1922.
 Between—

THE OTTAWA ELECTRIC RAILWAY COMPANY
 And
 DIVISION NO. 279, AMALGAMATED ASSOCIATION OF STREET AND ELECTRIC RAILWAY EMPLOYEES OF AMERICA.

The following wage schedule and working conditions shall be in effect and binding upon the parties hereto for one year from the first day of May, 1922 to the first day of May, 1923, and thereafter from year to year. If either party to this agreement desires a change in any of its provisions, said party shall notify the other in writing not less than thirty days prior to the first day of May in each year. On such notification being received, the changes desired shall be open for discussion.

The Company agrees to meet and treat through their properly accredited officers with the officer and representatives of Division No. 279, upon questions and differences that may arise during the term of this agreement, including dismissal after suspension.

GENERAL CLAUSES APPLYING TO ALL DEPARTMENTS

Section 1. It is agreed that no discrimination will be shown against any employee on account of his membership in any association representing employees.

Section 2. The Company agrees that employees shall not be censured in public for disobedience of rules. If the offense is a serious one, the employee at fault will be placed under suspension, and a careful investigation of the case made by the Company. If after an investigation the said employee is found not guilty of the charge against him, he shall be reinstated to his former position and paid for all lost time. Incompetency, drunkenness, dishonesty and repeated minor violation of the rules of the Company will be sufficient cause for dismissal from the service, but no employee shall be dismissed at any time without a full investigation and the removal of all doubt as to his guilt. No dismissal shall take place till one week after suspension.

Section 3. All promotions or transfers in all departments shall be based upon merit and seniority and without discrimination, but the Company must be the sole judge as to an employee's fitness for such promotion or transfer.

Section 4. When through slackness of work a reduction of staff becomes necessary in any department, men shall be laid off in the following order, last on, first off; last off, first on. Employees being laid off under this clause shall leave an address with the Company, and notice of resumption of work shall be given by the Company to the men by mailing advice to such address. If the men do not appear to resume their positions within seven (7) days, the same shall be deemed to be vacant.

Section 5. No employee shall be granted leave of absence exceeding thirty days in any one year without loss of seniority, except such employees as may be at the time members of a committee or officers of an association representing employees, or delegates to a convention of the same.

Section 6. All employees shall be given free transportation at all times on all lines of the Company.

Section 7. Employees shall be allowed to post notices of meetings, bulletins, or other matters of interest to them at such places as are agreed to by the Company.

Section 8. Nine hours shall constitute a day's work in all departments with the exception of the Water Power governed by Section 35. No employee shall be compelled to do extra work beyond his regular day's work except as provided in Section 9.

Section 9. All employees will be available for emergency work whenever called upon. All special

GET RID OF THAT FAT

FREE TRIAL TREATMENT ON REQUEST



Ask also for my "pay-when-reduced" offer. My treatment has often reduced at the rate of a pound a day. No dieting, no exercise, absolutely safe and sure method.

Mrs. E. Bateman writes:—Have taken your treatment and it is wonderful how it reduces. It does just as you say. I have reduced a pound a day and feel fine.

Mrs. Anna Schmidt writes:—I weighed 178 pounds before I started your treatment and I now weigh 138 pounds. You may print this if you like.

These are just examples of what my treatment can accomplish. Let me send you more proof at my expense.

DR. R. NEWMAN, Licensed Physician
 286 Fifth Avenue, New York. Desk H-501.

PILES DON'T BE CUT

Until You Try This Wonderful Treatment
 My internal method of treatment is the only correct one, and is sanctioned by the best informed physicians and surgeons. Ointments, salves and other local applications give only temporary relief.

If you have piles in any form write for a FREE sample of Page's Pile Tablets and you will bless the day that you read this. Write today.
E. R. Page, 3078 Page Bldg., Marshall, Mich.

PATENTS—Write today for FREE instruction book and Evidence of Conception blank. Send sketch or model for examination and opinion; strictly confidential. No delay in my offices; my reply special delivery. Reasonable terms. Personal attention. Clarence O'Brien, Registered Patent Lawyer, 513 Southern Building, Washington, D. C.

calls for men when off duty shall be paid at the overtime rate, such calls to pay not less than one-half day's pay at regular rates.

Section 10. Work performed in excess of nine hours on all days except Sundays and the legal holidays mentioned in Section 11, shall be paid for at the rate of time and one-half.

Section 11. Time and one-quarter shall be paid for all work performed on Sundays and the following legal holidays:—New Year's Day, Victoria Day, Dominion Day, Civic Holiday, Thanksgiving Day, Labour Day and Christmas Day.

Section 12. The present regulations governing the conditions of work and the general conduct of the Company's business are permanent, and will not be changed without due notice, permitting the employees an opportunity to discuss such changes with the Company before they go into effect.

Conductors and Motormen

Section 13. The Company shall post a list of the conductors and motormen in order of seniority in the conductors' and motormen's waiting room, together with a Run Guide on which shall be stated the regular day, relief and swing runs, and the time paid for each. No run on the Run Guide shall pay less than nine (9) hours.

Conductors and motormen shall have the right to choose such runs as they may prefer in order of seniority, the senior men on the list to have the first choice, and so on until all have chosen. Motormen to choose first in order of seniority. Run Board to be filled as runs are chosen. Motormen to so book until Board is filled. Conductors then by seniority in turn will book and Run Board shall be filled as runs are chosen until all have chosen.

This rule shall apply to all regular, day, relief and swing runs that are listed on the Run Guide. Booking shall be conducted by an official appointed by the Company. Choosing of runs shall take place every three months, or at such other times as the operating conditions make it necessary for another selection of runs. Any man refusing or failing to select a run in the time given shall be assigned to one by the official in charge of the booking in accordance with his seniority.

Section 14. When motormen and conductors have selected or have been assigned to runs regularly scheduled, and a portion of such runs is cancelled, they shall be paid the full time such runs would have paid had full runs been completed, for one day, or until notified by the Company that the schedule is changed.

Section 15. All runs shall be classified and listed upon the Run Guide and shall be known as Regular Day Runs, Regular Relief Runs, Swing Runs, Trippers and Extras.

(a) All regular day runs shall be completed within twelve and one-half consecutive hours.

(b) All regular relief runs shall be completed within fourteen and one-half consecutive hours whenever practicable.

(c) All regular swing runs shall have not more than three periods of work. All three-period swing runs shall be completed within thirteen and one-half consecutive hours whenever practicable. Two-period swing runs shall be completed within fourteen consecutive hours.

(d) Tripper runs shall not exceed four hours pay time, and may be coupled to the regular day runs, and shall pay double time rate for time worked.

(e) Extra runs shall be service not regularly scheduled on the Run Guide, being such other work as cannot be foreseen, and cannot be provided for by the regular time table. No extra run shall pay less than four hours. Breaks in any run not exceeding one hour shall be paid continuous time.

Section 16. All conductors and motormen who fail to report for duty at places and time designated by the Company on the Run Guide or otherwise will have a miss marked against them except in cases where they report sick or have arranged with the Company to be away from duty. No miss will be marked against any man for not reporting at 5:30 A. M. on week days or 7:20 A. M. on Sundays who has worked until 11 P. M. or after the night before.

Whenever the cars are delayed so that a motorman or conductor cannot reach his reporting place on time, no miss shall be marked against him, but if he arrives before his car goes out he shall be allowed to take it.

Section 17. All spare men who have no misses marked against them, or who are not away on account of sickness, or who are not on leave of absence (except the weekly day off) will be guaranteed \$37.50 for each pay period of one-half month, as a

minimum wage. If the time that has been credited to them does not amount to \$37.50 the difference will be paid on the regular pay day.

Section 18. Uniform clothing for motormen and conductors shall consist as follows: Summer—Full suit (coat, vest and trousers) Winter—trousers every year, overcoat every second year. All motormen and conductors shall be so provided, the Company to pay full cost of such clothing for all men in their service over one year, and half the cost of those in the service the first year. Said uniforms are to be supplied not later than the first day of May and the first day of October each year if possible. After any article of clothing has been in the possession of a motorman or conductor for a period of thirty (30) days it shall become his absolute property, providing he has been in the employment of the Company for one year. All caps and badges to be supplied by the Company free of charge.

In the event of an employee damaging or destroying his uniform in the execution of his duty through no fault of his own, the Company shall make good the damage or supply, free of charge, an extra uniform if the case warrants it.

Section 19. Cars shall be sent out each morning and night for the purpose of conveying employees to and from their work. Said cars to be run on Somerset, Bank, St. Patrick, Sussex, Gladstone Ave. and Preston lines.

Section 20. Suitable seats shall be provided for both motormen and conductors on all cars. Said seats shall be placed on a position where convenient for motormen and conductors in the proper discharge of their duty.

Section 21. All cars shall be properly heated to a reasonable temperature.

Section 22. Conductors and motormen shall be paid one-half hour at regular rates for making accident reports.

Section 23. The Company will supply all conductors with tickets and change to the extent of thirty-five dollars, students to be supplied with change by the Company. The employees in accepting this amount agree to use it for the purpose of their work on the cars only, and to have the full amount of thirty-five dollars on their person whenever reporting for work.

Section 24. The schedule or running time shall be so arranged as to provide for a lay-up of two minutes at the end of the lines on each round trip. Sufficient running time shall be allowed at all times.

Section 25. After a student conductor or motorman has passed his preliminary examination and has been accepted for employment he will be known as a spare man, and will be considered as on probation for a period of four months. At the end of this period he will be subject to a final examination by the Superintendent, and if satisfactory he will be taken on as a permanent employee.

Shop and Shed Men

Section 26. All shop and sheds shall be heated during the winter months to a reasonable temperature. Wrecking cars shall be equipped with proper protection in inclement weather, and men shall be supplied with rubber coats and boots when working with wrecking cars.

Section 27. When an employee is engaged in any two or more classes of work for two days or longer, he shall be paid a maximum rate for the work performed. This does not apply to apprentices.

Section 28. When vacancies occur in shop or shed (day staff) these shall be filled on probation by senior night employees in similar work, but the Company must be the judge as to the employee's fitness for the vacancy.

Section 29. The employees in shop and sheds shall be classified as follows: Air brake and fare box repairer, Machinist, Carpenter, Painter, Glazier, Armature Winder, Armature Winder's Assistant, Electrical Trouble and Bench Workers, Pitmen, Pit Helpers, Oilers and Greasers, Car Inspectors, Car Cleaners, Car Changers, Shop Hands, Apprentices.

A common rate of wage will be paid all men employed in each of the above classes, except shop hands and apprentices. When not sufficient work to keep any man employed in the work belonging to his class he will be assigned other work of a similar nature to the foreman.

Line Department

Section 30. When temporary promotions occur on any shift men filling these positions shall receive the rate of pay that said position calls for.

Section 31. All regular linemen and truck drivers to be furnished with rubber boots, rubber coats, rubber gloves and pliers when needed.

Track Department

Section 32. Track maintenance men shall mean employees whose duties are to maintain the track in a safe condition. When such employees report and owing to weather conditions are unable to work, they shall be paid for all time held on foreman's orders. This section shall not apply to extra men taken on for emergency work in connection with the removal of snow, or to construction gangs.

Section 33. In the event of day gangs being required to do night work for a period of two nights or less, they shall not on that account be compelled to lose a day prior to the commencement of that night work, and they shall be paid time and one-half for all work in excess of nine (9) hours.

Section 34. When trackmen are employed at drain work during the spring and fall of the year, and conditions demand such, rubber boots shall be supplied by the Company to all men so employed.

Power Plant

Section 35. Eight (8) hours shall constitute a day's work to be completed in eight (8) consecutive hours for employees in the water power plant.

Section 36. Wood mats and proper insulation shall be supplied at all power houses and substations. Rubber gloves, rubber boots and aprons shall be supplied to men working in the battery room.

Wage Rates

Section 37. The following rates of wages shall be paid from and after May 1st, 1922, until the termination of this agreement.

Conductors and Motormen, first year, 43¢; second year, 45¢; third year, 46¢; fourth year and thereafter, 48¢.

The existing wages of all other employees shall be reduced by twelve and one-half per cent of the present existing rate of wage, fractional differences to be adjusted to the nearest cent.

Dated this 14 day of September, 1922.

THE OTTAWA ELECTRIC RAILWAY COMPANY
F. D. BURPEA, Manager.
DIVISION NO. 279, AMALGAMATED ASSOCIATION OF STREET AND ELECTRIC RAILWAY EMPLOYEES OF AMERICA.

WITNESS: F. W. MCRABE, President.
ED. O'CONNOR, Secretary.

Cured His Rupture

I was badly ruptured while lifting a trunk several years ago. Doctors said my only hope of cure was an operation. Trusses did me no good. Finally I got hold of something that quickly and completely cured me. Years have passed and the rupture has never returned, although I am doing hard work as a carpenter. There was no operation, no lost time, no trouble. I have nothing to sell, but will give full information about how you may find a complete cure without operation, if you write to me, Eugene M. Pullen, Carpenter, 121 Marcellus Avenue, Manassquan, N. J. Better cut out this notice and show it to any others who are ruptured—you may save a life or at least stop the misery of rupture and the worry and danger of an operation.

Agents: 90c an Hour



Introduce "Soderase." A new wonder. A pure solder in paste form. Works like magic. Stops all leaks. For mending water buckets, cooking utensils, milk pails, water tanks, tin roofs—everything including granite ware, agate ware, tin, iron, copper, zinc, etc.

Quick Sales—Nice Profit

Everybody buys. Housewife, mechanic, electricians, jewelers, plumbers, tourists, automobilists, etc. No leak too bad to repair. Just apply a little "Soderase," light a match and there's all. Put up in handy metal tubes. Carry quantity right with you. Write for money-making proposition.

AMERICAN PRODUCTS CO., 7306 American Bldg., Cincinnati, Ohio

"END YOUR RHEUMATISM! Like I Did Mine"—Says Pastor Reed Wife Also Rid of Neuritis

"I had suffered agony for years from rheumatism and associated disorders, and Mrs. Reed was tortured with the demon neuritis almost beyond endurance. We had read and talked so much about 'Uric Acid' that our minds seemed poisoned. But the 'Inner Mysteries of Rheumatism' made it all clear to us and now we are both free from the suffering and misery we endured so many years. I believe I was the hardest man in the world to convert! For me to discard the old 'Uric Acid theory,' and what I now know to be absolutely false for the new, scientific understanding of the cause and cure of rheumatism, was like asking me to change my religious beliefs! But I did change, and it was a fortunate day for me and mine when I did so."

NOTE: The Inner Mysteries of Rheumatism referred to above by Pastor Reed lays bare facts about Rheumatism and its associated disorders overlooked by doctors and scientists for centuries past and should be in the hands of every man or woman who has the slightest symptoms of rheumatism, neuritis, lumbago or gout.

Any such sufferer sending name and address to H. P. Clearwater, Ph. D., 32-H Water St., Hallowell, Maine, will receive a copy of this valuable book by mail entirely free of charge.

As the number of copies available to readers of this paper is limited it is advisable that you act promptly and if not a sufferer yourself, you would be helping some afflicted friend by handing this good news to him!

Price List of Association Supplies

Official Seal.....	\$5.50
Propositions for membership blanks, per 100.....	.50
Rituals, each.....	.35
Withdrawal cards, each.....	.05
Traveling cards, each.....	.05
Duplicate report books, each.....	2.00
Constitutions, in lots of 100 or more, per 100.....	4.00
Constitutions, in lots of less than 100, each.....	.05
Financial secretary's order book on treasurer.....	.35
Treasurer's receipt book.....	.35
Association badges, rolled gold, each.....	.50
Association badges, solid gold, each.....	1.10
Association buttons, gold plate, each.....	.30
Association buttons, rolled gold, each.....	.50
Association buttons, solid gold, each.....	1.10
Emblem cuff buttons, per pair.....	1.10
Emblem tie clasps, each.....	.70
Association charms, each.....	1.10
Association lockets, each.....	1.75
Cuts of official seal for use on printed matter, plain, each.....	.35
Cuts of official seal, with flag design.....	2.00
Transfer Cards, each.....	.05
Recording secretary's minute books 300 pages.....	1.25
Gilt Seals, per box 50.....	.50
Loose leaf post binder, canvas with leather corners, each.....	4.50
Price of sheets, in lots of less than 100, each.....	02 1/2
In lots of 100, or more, per 100.....	2.50
In lots of 500, or more, per 500.....	11.00
In lots of 1000, or more, per M.....	20.00

All orders must be accompanied with express, postoffice money orders or draft. No personal checks accepted. Otherwise supplies will not be forwarded.

Rapid Ready Change Maker

LEVER OPERATED

(Model 1921)

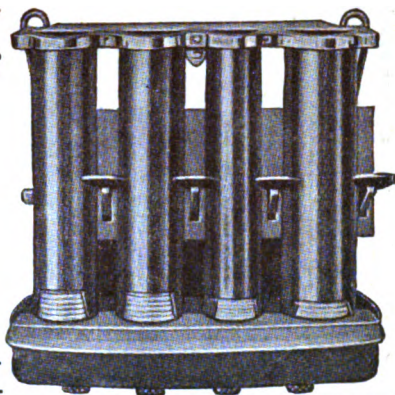
After twenty-five years experience manufacturing change carriers, being the first to originate such a device, we offer our new model, which by a simple adjustment throws ONE to FIVE coins from one or all tubes in any combination wished.

Holds fifty per cent more coins than other makes. with many new features not possible in others, that speed up fare collections. No springs to get out of order, will never rust or tarnish. Agents most cities, where not, will send for \$4.25. One style does for quarters, dimes, nickels or pennies. Our Slip Carrier, so well known is \$2.50 either style, nickels or pennies.

A. F. NELSON, MFR.

Agents wanted
Special prices.

907 N. Front St.,
Harrisburg, Pa.



J. L. LYNCH

MEMBER DIV. 341

MANUFACTURERS OF

Union Buttons, Badges

Banners, Flags

325 N. MADISON ST. 4th Floor
MADISON TRUST BLDG., CHICAGO, ILL.



Detroit Regulation
Motorman and Conductor's

UNIFORMS

Standard-weight, fast-
color serge of guaran-
teed dependability

Formerly \$28.50—now

\$25

Union-made, expressly for M. U. R.,
D. U. R. and M. O. car men. Three-ply
properly padded, shape-retaining coat
fronts; linings of best sea-island cotton;
chamois arm-pit sweat-shields; closely
woven drill or duck non-sagging pock-
ets. (Conductor's suits leather trimmed
at points of wear.) We'll fit you—wheth-
er tall, short, slim, stout or extra large.

Extra fine quality serge Uniforms
\$33.75

Clayton's

Clothing Hats Furnishing
Michigan at Shelby since 1883

**TRACTION
UNIFORMS**

UNION MADE

Write for Catalogue
Samples & Prices.

The Fechheimer
Bros. Co.

CINCINNATI, OHIO.

For Twenty Years we
have issued this Union
Stamp for use under our



COLLIS LOVELLY, General President

Voluntary Arbitration Contract

OUR STAMP INSURES:

Peaceful Collective Bargaining
Forbids both Strikes and Lockouts
Disputes Settled by Arbitration
Steady Employment and Skilled Workmanship
Prompt Deliveries to Dealers and Public
Peace and Success to Workers and Employers
Prosperity of Shoe Making Communities

As loyal union men and women, we ask you to demand shoes bearing the
above Union Stamp on Sole, Insole or Lining.

**Boot and Shoe Workers'
Union**

246 Summer Street, BOSTON, MASS.

CHARLES L. BAINE, General Secretary-Treasurer

THE PEOPLES STATE BANK

MEMBER FEDERAL RESERVE BANK

Capital, Surplus and Undivided Profits \$14,000,000



Twenty-six branches conveniently located bring the service of this great institution directly to your door.

BRANCHES

HARPER AND TOWNSEND
7679 JEFFERSON WEST
BAKER AND TWENTY-THIRD
MICHIGAN AVENUE AND JUNCTION
MICHIGAN, CORNER ADDISON
WARREN AVENUE AND THIRTIETH ST.
GRAND RIVER AND BROOKLYN
GRAND RIVER AND HOLMUR
CLAIRMOUNT AND LINWOOD
1523 WASHINGTON BOULEVARD
WOODWARD, CORNER PIQUETTE
OAKLAND AND KENILWORTH
WOODWARD AND ALEXANDRINE

FERNDALE AND LAWNDALE
HASTINGS, CORNER ERSKINE
GARFIELD, CORNER RUSSELL
RUSSELL, CORNER LYMAN
GRATIOT, CORNER RIOPELLE
CHENE, CORNER MILWAUKEE
CANTON, CORNER GRATIOT
FISCHER, CORNER GRATIOT
MACK, CORNER BALDWIN
FOREST AND CADILLAC
KERCHEVAL AND LAKEVIEW
JEFFERSON, CORNER BENITEAU
TWELFTH AND SEWARD

To be well dressed and
neat in appearance, order

BATCHELDER MADE UNIFORMS



QUALITY & STYLE MAKE
BATCHELDER MADE UNIFORMS
A SOURCE OF SATISFACTION
TO EVERY WEARER.

For Sale by Dealers

WRITE FOR SAMPLES

FRED M. BATCHELDER CO.
68 HARRISON AVENUE
BOSTON

323 W. JACKSON BLVD.
CHICAGO

The MOTORMAN AND CONDUCTOR

"Freedom Through Organization"





Style No. 20

Wear Better Uniforms

BY putting your trust in a Bloch Uniform of quality you insure yourself against dissatisfaction.

Twenty years of knowing how has enabled us to offer Traction men everywhere the best uniform that money can buy.

Strength in every part that has a strain, materials of proven long-wearing value, design and tailoring of a superior quality that assures every customer the comfort and appearance he enjoys.



Ask your dealer for a Bloch Uniform of Quality. It will pay.

The
Bloch
Company

Cleveland, O.

*Send me, free, a
Trolley Jim Time Book.*

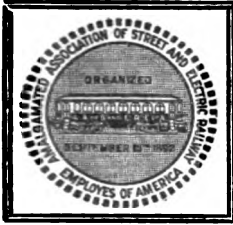
The Bloch Company

Uniforms of Quality

Cleveland - Ohio

Name.....

Address.....



The **Motorman and Conductor**



Vol. 31

DETROIT, MICHIGAN, JANUARY 1923

No. 2

**Published monthly by the Amalgamated Association
of Street and Electric Railway Employees of America.**

**W. D. Mahon, President,
260 East High Street, Detroit, Michigan**

**Entered at the Post Office as Second Class Matter.
Accepted for Mailing at special rates of postage
provided for in Section 1103, Act of October 3rd, 1917.
Subscription price - - - - \$.75.**



HON. WM. W. POTTER

In the recent arbitration of wages applying to trainmen—motormen and conductors on the various lines of the Detroit United Railways—Hon. Wm. W. Potter of Lansing, Mich., was chosen as the chairman of the Board of Arbitrators. The arbitrator chosen by the company was Mr. John Russell of Detroit. Deputy State Industrial Commissioner Carey D. Ferguson was the member of the board chosen by the associate locals. The company was seeking a 20 per cent reduction of wages and the elimination of pay for intervening time between the closing of a regular run and return of regular men, when so called, to work extra. The employees involved took the position that there was no occasion for a reduction of wages. The case was conducted in the interest of the employees by International President W. D. Mahon and in the interest of the Company by Attorney James Fitzpatrick of Detroit. After weighing the evidence, Chairman Potter and Mr. Ferguson of the Board rendered a decision which retained to the employees interested their former wages and working conditions. The award was remarkable in its fairness.



INT. PRES. W. D. MAHON,

One of the late acts of Int. President W. D. Mahon was the conducting of the arbitration of the wage dispute between the Detroit United Railways and the various Locals of the Amalgamated Association interested. The result of this arbitration carried with it an evidence of the completeness of the presentation of the case in the interest of the employees. Wage rates of 55 cents per hour for first three months service men, 58 cents per hour for the next 9 months service men, and 60 cents per hour for those of a year in the service, were retained to interurban and Flint trainmen. There obtained 5 cents per hour increase in wages to operators of one-man cars in Pontiac, Ann Arbor and Mount Clemens, Mich. The award was a most positive confirmation that there is no warrant for reduction in wages at this period in the various industries.

THE ELECTRIC RAILWAY WAGE SUBJECT

The stenographic report of the argument of International President W. D. Mahon in closing the recent wage arbitration in the interest of the trainmen of the Detroit United Railways, affords a very clear analysis of the wage contentions involved in the operation of street and electric railways. The arbitration award, as seen in the last issue of the Motorman and Conductor, retained to the members of Division No. 26 of Detroit, involved, and the members of Divs. Nos. 90, Port Huron, and 111, Ypsilanti, the old wage rates and conditions, also an increase obtained of five cents per hour to operators of one-man cars in Pontiac, Ann Arbor and Mt. Clemens. One thousand and fifty-one trainmen were involved in the arbitration. President Mahon's argument is given as follows:

"Mr. Chairman and gentlemen of the Commission: We have come before you three gentlemen with our dispute after having failed to reach a mutual agreement upon the question of wages and overtime with the Company in conference. The Company are asking you for a reduction of wages, and we are asking you for an increase in wages to these employes, and I want to assure you gentlemen, this is an important and serious matter. The wages of a thousand men—the future conditions of their wives and little ones are involved in this arbitration. The question is: whether these men shall have a wage that they can maintain their families to the American standard of living, or whether they shall go below it.

Not only is this an important question to these one thousand and over men and their families, but it is an important question to the people of this community, for any reduction in wages to any of the men and women of this community has its effect upon the community as a whole. Therefore, it is one of vital importance to all.

Now, gentlemen, in May, 1921, we were forced to take a reduction of wages. It was a serious moment to our people and to this community. That reduction was forced upon us, though we felt that there was nothing to justify it in the way of a reduction in the costs of living. But the company was determined. Our men had decided to resent it.

I happened to be away from home at the time, engaged in some other matters affecting our organization at other points. On my arrival home, I found the men and the company dead-locked; the company preparing for a strike, and the men determined to go into one. I asked for a week at that time, that we might take this matter under consideration again. I went back to our people and pleaded with them not to become involved in a strike at that time. We believed, as we were told, that the cost of living would go down, that the slump was near at hand. We finally prevailed upon our people and they accepted. There was the reduction in overtime from one and

one-half to one and one-fourth time, as well as the 20 percent reduction in their wages. While the other side contended that the cost of living would go down, this has not proved to be the fact. Costs of living did not fall anywhere near what was claimed it would. In this community some rents remained the same, but generally they went soaring up. So, under those conditions our people have been smarting, if you please, up to the present time. Therefore, it is a serious matter with us.

We were hopeful that we could go along to the coming spring when this thing could be taken up, but that failed us, so we are here before this Board of Arbitration, seriously insisting, if you please, that the wage of these men be advanced to meet the real situation that prevails in this community.

When we presented our case to you, gentlemen, we presented to you a budget of living costs in this community. So far as testimony is concerned, there has been none introduced to dispute the items contained in that budget. I want, briefly, now, to call the attention of the Commission to that budget.

We provide for six tons of coal. Does any one dispute the price of coal in this community at the present time? Can there be any contradiction? Can any man secure the coal at less than the price we have set or estimated? Can you take care of a modern home with six tons of coal? My experience is that it is a hard thing to do. Yet, we have placed the estimate upon a fair basis, if you please. We have gotten the actual facts. We have not called experts from the Manufacturers Association, or anywhere else, to substantiate what we have said; but we have submitted in this budget the cost of living for a family of five; and we defy any man, woman or child to successfully contradict it.

Take the budget, if you please, item by item. Take the uniform at \$30. The information that we brought you from the concern that sold us over 2,000 uniforms last year, shows that that price is not possible, owing to the increased cost of the goods that go to make up these uniforms.

We provide the man with one suit of clothes in a year, a citizen's suit at \$35.00. You can all readily see that that is not broadcloth. We figure \$98.65 for a man's clothing for a year. Can any one successfully contradict that? Do we need to go to New York for experts to tell us about that? Each one of these men can tell you the facts about it.

We have estimated the wife's clothing at \$50 a year. There are no seal skin sacks in that. There is no unnecessary clothing there. The fact is that you cannot respectably clothe a woman with \$50 a year, but that is what we have allowed in this budget.

Then we have pointed out the item of clothing for three children, \$45.00, \$15.00 a child, exclusive of shoes or boots. The total estimate for that is \$22.00. That is what we have allowed for the children. One of the witnesses of whom the gentleman has

spoken so much, told us that it would cost over \$100 for a child. We have not allowed \$100 for a child.

So, my friends, go on down the line with every item that we have here. Foodstuffs for the family, 20 cents a day for bread; cakes, pastry and things of that kind, 15 cents; milk per day, 15 cents. There must be economy practiced by that family to live upon those items which we have presented to you. Meat at 50 cents a day. Of course, they are not buying sirloin steak. They are not buying the best of meats. They could not do it and maintain their families, and they are not eating meat every day under the conditions which now prevail.

There was a time when we boasted, Mr. Chairman, in our earlier years, about the American workman in comparison with the workmen of England and other countries; that our men had meat every day in the year, while the workmen of the other countries only had meat once a week—on Sunday. But the condition that prevails in Europe is rapidly coming to be the condition here, and if there is not some halt to it somewhere, we will soon find ourselves in that condition. And, instead of the proud position that we boasted of in America, we will find ourselves in the same list as the European countries.

I show you, after summing up the entire living for a family of five, that at least \$1,750 is necessary for these necessities, for the necessities to maintain this family in clothing and food; and in that I have made no estimate for old age. A man should be able to provide a sinking fund out of his wages. It is all very fine to talk about the sinking fund requirements of this company, but how about these men who give all they have, and only that which they have, to this occupation, their labor, day in and day out? There should be something for old age.

In the figures submitted by this company, and in the argument made this morning, no consideration has been given to the men after old age has set in. There is no provision for the winter of life. Toil on and toil on until the end is reached!

Now, any wage adjustment should take into consideration that a man is entitled to much more than an existing wage. The wage that is now proposed to us, and the wage that was argued by the other side of this case, is an existing wage, and not a living wage.

I call to your attention that in the budget which we made up, there is no provision for ice, which is a necessity in our cities under the conditions we live now. I call your attention to the fact that there is no provision for school books. Fortunately in the city, school books are provided for the children, but that is not the case outside of the city, as has been testified to by these men.

There has been no provision made for the entertainment of the family, and as I say, no provision for anything but a bare existence.

If you are honest in fixing a wage to

establish a standard of living for these men, that wage ought to be fixed at \$2,500 a year. Then the men will have nothing to waste; simply an assurance that they can lay by for the winter of life, if no misfortunes over take them. I have not provided for the misfortunes that may overtake these men, or sickness or death which may come to their families. All of that should be taken into consideration.

Wage Rates of Other Crafts

We are told by the gentleman upon the other side that 7 per cent is necessary to the capital invested; and that 2½ per cent is necessary for a sinking fund. But, where in the propositions they submit to you have they given any consideration to these men and their families? None whatever, if you please.

Then we have brought to you the wages paid in this community. It is in this community that we are trying this case. We brought to you the wages paid the printers, as evidenced by the Detroit Typographical Union No. 18. Practically the printing wage of this community is regulated by Typographical Union No. 18.

They tell you that the minimum wage scale provided for in the contract between the Detroit Typographical Union No. 18, and the newspaper publishers association is as follows: Average hourly wage paid the day men at the present time, \$1.03 an hour. Average for night men, \$1.08 per hour.

Now, mark this, gentlemen: "This scale expires December 31st of this year, and we are now asking \$1.15 per hour for day work and \$1.22 per hour for night work."

Does that show you that the wage of this community is on the downward grade as these gentlemen would have you believe? Does that show you that the standard of living in this community is going down?

Then we brought you the wages of the building trades. That wage shows, in addition to their day's work, in almost every case, double time is paid for overtime instead of time and a half. The cement finishers get double time. Common building laborers time and a half; so on down through that list.

Then we brought to you the wage of the allied printing trades. Within that organization are the pressmen and the stereotypers. The stereotyper gets \$7.00 per day and \$8.00 per night. The pressmen get \$1.00 an hour. The press feeders \$25 to \$35 per week of 44 hours. The Webb pressmen, \$55.00. Book binders, \$40.00. This is for 44 hours, in all these trades.

Electrical workers in their line, 96 cents to \$1.05 per hour.

The pattern makers receive 85 cents to \$1.35 cents. We have stage employees. There has been some talk here about common labor, upon which I shall touch later, Mr. Chairman, but I remember when the stage employees used to shift scenery to get to see the show. Those men are organized, and today we find them getting from 60 cents to \$1.00 per hour for their work.

Motion picture operators get \$1.00 an hour for operating a moving picture machine.

Machinists 77 cents to \$1.25. Lithographers, \$60 to \$80 per week. Engineers, operating, from \$42 to \$60 per week. And mind you, all of these receive overtime.

We have brought to you the standard of wages prevailing in the trades that are organized, comprising men who have a right to say something about their wages where collective bargaining prevails, where both sides can sit down around a table and discuss the situation and reach a settlement, not one forced by the employer, not like men unorganized in some of the shops and factories.

Electrical Railway Train Service Skilled Work

Oh, there has been a great deal said here, Mr. Chairman, about skill. There is no higher skilled men than the men who operate these railroads. If they were not skilled, they would not be there to operate them. These men, as has been shown you here, are first selected because they are intelligent, bright men for this occupation, and it requires intelligent and bright men. They are trained, and as they go on in the work, they are still training until they are developed into most skilled men.

Electricity, gentlemen, as applied to machinery, has almost changed the face of the mechanical world. Today it takes but a short time for a man to become a machinist. He learns to operate a machine. In the machine shop it is the specialist. Men are not trained anymore to build a locomotive from the wheels to the smoke stack, as we used to say, but a man goes in there and in a short time he is taught how to run a drill, how to operate a lathe, a plan or to do some line of work on which he soon becomes a specialist and an expert. The training of men in occupations today is all very short, and men learn it very quickly. So, when you talk of skill, these men must be skilled in their occupation. These men must understand it, and I repeat, if they did not, they would not be there.

There has been some reference to men who go into this occupation. It is true that men come into this occupation from different walks of life. Some of them come searching health, but it is a poor place, from my experience, to hunt it, and a great many of them find it out after they get that experience. It is not the most healthy work in the world. They imagine that they are getting out of doors, out in the air, but our records—we pay a death, and other benefits of over a million dollars a year—we find that a great per cent of the deaths we pay for comes from tuberculosis that result from this line of employment. The conductor on the crowded car is exposed to all the germs, and Germans too, my friend said the other day, that may come along. He is there on a crowded car with an open door, at the rear of the car where he is exposed at all times to this foul air, weather changes and drafts. And, those who have given thoughtful investigation find that to be one of the places where many of our men contract disease.

These men, as I have drawn to your attention, have to understand this book of rules with its hundreds of rules. Ignorance of these numerous rules will not excuse them. They must pass an examination with 95 per cent to obtain this position.

In addition to the Book of Rules are bulletin orders and time tables which are issued from time to time, containing such special instructions as necessity demands. In every station are bulletins of all kinds, which must be studied and understood. The man going into the employment is governed by these rules.

Work of Serious Responsibility

The employee accepting employment, assume its risk also. Just a few days ago in this city, there was a serious accident. What was the first thing the newspapers told us? That that motorman was held responsible for the accident. We are responsible, and are held responsible for these accidents. In other crafts, workers simply go into their work shop, put on their overalls and go to work in the morning. They work until lunch time and go off and come on again until their day is completed. If they do extra work, they remain there at their overtime rates.

The man who goes into this occupation must be uniformed as this book tells you. He must be neat in his appearance, and rightly so. We are not objecting to that, but I am pointing it out to you as a condition.

This man must go to work possibly for a few hours now, and a few hours later—as a new man. As a regular man, he takes his run. He goes up and down these crowded thoroughfares; and from every alley way or side street, from every approach there is danger to life and limb. Tell me that that man must not be on the alert, that he must not be expert in his line of work? Why, if he was not he would not be there long.

The conductor on the other end of the car must not only be able to conduct in a respectable manner, but he must be a diplomat in dealing with hundreds of people a day.

Well, I say my friends, when we come to compare these men and their skill with others, they stand the highest. The locomotive engineer, whom they say is skilled, and from whom I will take no credit away, because he has a responsible position, runs upon a guarded highway. People must look out for him. He is not held responsible at every crossing, at every side street and every alley and lane as this motorman is. His highway is guarded. He works one hundred miles a day and he gets his six or seven or eight dollars a day as the case may be, for his work. The requirement of skill, I repeat, or the degree of responsibility is not nearly so great as it is upon that motorman who is possibly running 150 or 160 miles a day, as the schedules of this company will show you.

So, my friends, do not be deceived upon the question of skill.

Just while I have this rule book in my hand, I want to call attention to rule No. 11, the heading of which is "Employment."

"Employment." Must not engage in other business or "assign wages."

"An employee shall not be permitted to engage actively in any other business. Assignment of wages by an employee is prohibited, and will be cause for dismissal. The attaching of an employee's wages by garnishment process or proceeding is aid of execution will be considered sufficient cause for dismissal, unless a satisfactory explanation is given."

If these men go into debt and are garnished, you see what happens to them. These men are not permitted to engage in other lines of employment. That was testified to here, and that is a fact as this book of rules provides. We are not contending that they should be. We believe that the man following this occupation should devote his time to it. We believe that he should have a wage sufficient to devote his time to it.

The question was asked when the testimony was being given, "Do these other men have steady employment?" Why, certainly. Does the printer have steady employment? Does the bookbinder have steady employment? Does the plumber have steady employment? Does the mulder have steady employment? All of these trades have their steady employment, in this climate in which we live practically the year round.

It was very amusing to listen to the argument of my friend this morning when he came to the wage of these men. There is no riddle in it. If a man in this occupation could average nine hours a day for 313 days in a year, which would only give him every Sunday off at 48 cents an hour, he would only have about \$1350 a year. Don't allow this thing to be shrouded in figures that are not understood. The ridiculousness of the figure that is put up here is shown by the fact that these men cannot average 31 days. They give you 31 days in the month of March. Thirty-one days is then set up as the basis on which these men shall work the year, or in other words, 365 days a year. That is what they want these men to work, 365 days in the year in violation of the laws of the State of Michigan which provide, on the statute books of this state, for six days a week. Yet, figures are set up before your Commission to establish a living wage for these men on the basis of 365 days in the year, a violation, I say, not only of the laws of the land, but of God's law, which says, "Six days shalt thou labor, and on the seventh shalt thou rest." But, we are told that God was wrong, that he made a vital mistake when he laid down that law for us to be governed by. He should have consulted the D. U. R., if you please, and gotten the right angle to know just how to create declarations in behalf of the human family.

These men should have reasonable hours of labor. These men should have hours of labor so that they can follow this occupation and give their best to it. These men should have proper housing, proper clothing, proper food, and proper rest so that they can perform not only their duty to this company, but their duty to the great public, if you please, where they can give the best service which will guarantee protection to the public, and it cannot be done by working 365 days in the year.

Much has been said during this arbitration about men wanting to work longer hours. Men are compelled under the low wage prevailing, many times to work lots longer than their physical ability warrants them in doing. But, they have to do it to exist. There should be no such condition. Street railways are no longer a struggling industry. They are well established, and these men that operate them should earn sufficient to enable them to have the highest standard of living; and, as I say, from a public viewpoint, a condition should be established for these men so that they can maintain not only their standard, but that they will be in a physical condition to at all times protect the people whom they have to handle, the great public, you, your wives and your children, whose safety must rest with them day in and day out.

You must mind that there are many short paid men in this occupation. There is the extra man. It was said of him the other day that he might make more than the regular man. There are times when he might be putting in many hours, but there are other times when he cannot work, because the regular men have to work and he performs their work only in case of sickness or something of that kind. So, not only are we legislating here today for the regular man, but for all of the men in this occupation. We are seeking to establish a condition for all of them. We must establish that condition for the

man down below if he is to come up to fill the positions of the future. So, don't be misled upon the theory that these men can all secure 31 days of work in the month of March, and for every other month in the year. That is not possible, if you please, Mr. Chairman.

Now, what evidence has been brought against us? Has there been any important evidence to disprove our standard of living, to disprove the conditions in this community, to disprove our statements? True, they have brought evidence here, but what did it amount to?

First of all, they brought our friend, Van Tuyl, with his soupbone theory, that he presented to us, and which my friend got so angry about. He presented his lines and marks to show us what the prevailing wages were, but he would not tell us where he got his information. Nobody knows where he got it. He went away with his book, with his chicken tracks in it.

Mr. Currie came before you, talking on another subject entirely. He disagreed with our friend Burdick. They had not compared notes, or had not been in the same school or something, for there was quite a difference of opinion in their figures.

But they set up before you the capital accounts of the company. Now, Mr. Chairman, I cannot deal in figures like my friend, Fitzpatrick. I never had so much money as he has had and, therefore, I am not expert in handling those figures. But, I want to call your attention to the fact, as I did at that time, that labor is not responsible for the financial condition of this company. Labor is not a sharer in the profits if any be made, and, therefore, labor should not be required to figure in the losses.

Mr. Burdick testified that this company was made up of a number of companies. He went back into the early organization of this property and he said it grew out of a number of companies, and that this company had assumed the financial responsibility, if you please, for all of the underlying companies and had taken over their indebtedness, and had assumed it.

Now, we are not responsible for any financial juggleries that exist in the street railway world, and God knows there has been plenty of that. I am not referring particularly to this property, but to the industry, to the fact that it has been loaded with all kinds of jugglery propositions and wild oat schemes.

But, this was brought out here in his testimony clearly that they did not have any sinking fund. I called attention to the laws of Canada, I think it was under the testimony of Mr. Currie, and they did not have a sinking fund, only, as he said, to provide for maintenance and operating costs. No bonds were ever issued, which they proposed to redeem in dollars and cents, but there have been bonds issued, if you please, and they have been met by a re-issue and the burden has always been left on the property; and that burden is now to be saddled upon labor? By no means, sir. By no means have they any right to come here or anywhere else and contend that they shall have 7 per cent upon that property before these men get a living wage. They have no law or reason or logic to show that any such contention is sound.

I remember very vividly when I was serving on the President's Commission, considering the electric railway question in America. I remember Mr. Tripp, of the Westinghouse, whose statement, when they were talking about a five cent fare; he said that they had not capitalized on that. He said "They capitalised hope and they lost their money."

There are different propositions every day in the financial world. Men go and put all kinds of capital into oil wells, if you please. But we are not going to tell the men that drill the oil wells that they must drill them for nothing; that they must pay 7 per cent on what has been advanced in wild oat wells. Not by any means.

The ability of this company to pay is not the question here at this time. They have the ability; this industry must meet its responsibility to labor before it meets it to any other, if you please, if the progress of our country and the world is to go on. If you attempt by any legislation or otherwise to establish such a condition as that, it will result in disaster. It is too ridiculous it seems to me, for men any longer to talk about it. They have sheared off some of it of late. They used to tell us that they were the guardians of the orphans and widows. They do not talk about that so much now. They are drifting away from it, and in time we will come to recognise the real propositions, and the basis upon which labor should be established.

Then there was Mr. Radcliffe's testimony, with his moving picture exhibit, which he presented one

afternoon, in pointing out the wages on 50 mile railroads and 100 mile railroads, and different kinds of railroads. Gentlemen, that is not the question. You know nothing of the conditions of the men that are operating the railroads that Mr. Radcliffe talks about. If they are working under those conditions, God pity them, because we know from our own facts here that they have not got the American standard of living. But, we are not considering them, I repeat. We are not dealing with them. This railroad is no competitor of any other railroad that I know of, especially those referred to.

You will remember, when we were questioning them, we never were able to find out what their valuation was for taxation. They told you their valuation for interest. They want 7 per cent on 30 or 35 millions of dollars but never once did they tell us the valuation they fixed to pay their taxes to the state upon.

In 1921 our wages were reduced 20 per cent. That was to the trainmen. Mr. Reeves showed you by his figures that no such reduction was taken by the official department of this company. He showed you in cold figures the facts that there had not been any such thing done.

In their coming before you, pointing out the conditions prevailing in these little cities, they attempt to set up a comparison that will not compare at all with the Detroit situation.

We talk about Mt. Clemens, Mt. Clemens so far as the electric railway is concerned, is a part of this city. Mt. Clemens is as close to the city of Detroit today as Leesville was in the days of the horse car. It is part and parcel of this great city. This railway is serving in this community, reaching out and giving service and making this an industrial center.

Now, I care not whether you call it Highland Park; how could a stranger coming into our city distinguish where Highland Park is? Who could go out over this road and distinguish to any great extent the line between here and Mt. Clemens. It is built up from one city to the other, connecting this great center up, if you please, into one great industrial community. That is the service that these railroads give, and that is the service that these men are giving to this public.

Compare—or, the gentleman argued this morning; so hard did he argue for a comparison. He quoted the wages of different sections. Mr. Chairman, I care not what he says of the comparison. When you come to the actual facts in the railroad world, there is no comparison to be made in a railroad 100 miles and much less one 50 miles long. Where in the name of God is there any comparison there with this vast city of industry, having within its circle a couple of millions of people, compared with a few hundred people along a 50 mile railroad. Remember, we are the fourth city in this country, and we stand, as he has said, unique in the electric railway situation.

But, gentlemen, I want to go a little farther down the line with the question of comparison. Do you know that, as I said the other day in pointing that out, that no sane labor organization could resort to arbitration, if it knew that the progress it had made, the advancement that it had made in struggling up out of the lower conditions to a higher plane, if it knew that would be taken into consideration in establishing their wages? But if we were to follow logically any such doctrine as that of comparison, where would our standards of American manhood go? We could go to China or we could go to India. As I said to you the other day upon that subject, in our nation, we legislate against such conditions. We establish our laws of immigration and built up our tariff wall against it. For what? To protect the manhood and womanhood of America against the lower standards of the Old World, if you please. You cannot do for these men here, locally, what you would not dare to do for them as a nation, or as a state.

It would be unfair to the workmen of the north to say that they should go to the standard that prevails in the south, that grew up out of slavery, and has not yet got over that mountain. It will not do. You cannot say that the man working on that lower basis, and under that condition is going to leave his underpaid employment and travel to Detroit to work for still lower wages. It is too unreasonable and there is no logic, and it has no place in a Board of Arbitration.

I could have brought higher wages. But I have asked you to base your opinion upon the facts and conditions here prevailing in this community.

I want to take a minute, Mr. Chairman, to discuss the minor conditions which are in dispute here.

First, there is a differential in the men's wages for

Port Huron, Mt. Clemens and Ann Arbor of two cents an hour. That has prevailed for a long time. I cannot recall how long. But, that differential we are perfectly willing shall prevail; but we are asking for the men in Pontiac and in Flint the same wages that the men on the main line have, because they have always had the same wages as the main line men and the men of Detroit; and I know of no reason why the men in Flint should work for a smaller wage than the men on the main line or in the city of Detroit.

Upon the question of wages, we have, as we pointed out, recently improved our conditions as far as wages are concerned in the city of Detroit. The other side tries to point out to you that it was for an eight hour day. It is on the basis of an eight hour day, yes, but it is two and a half cents an hour additional pay for every hour worked; and it is five cents an hour above the two man rate for every one-man car operated.

They try to make some capital out of the fact that that is a temporary arrangement; but the Mayor and those with whom we discussed the question said "We are not sure that that is a rate high enough to meet the situation," but at the end of any thirty days either side, under that understanding reached in the bulletin, can ask for a change, and we are in a position at any time to ask for this change. We had prepared to ask for a higher rate, but on account of that understanding, until we clearly understood what the eight hour basis meant, and where it would place us, we left it standing at the rate of two and a half cents an hour.

Now, we see, as I have said, no reason why the men of Flint should not be paid that rate, and why the men in Pontiac who operate the one-man cars should not be given the same differential as the man in the city of Detroit gets, a rate which is almost universal through the length and breadth of the land—the principle of a higher rate for the man upon the one-man car is well established and well understood.

Now, we come to paragraph M—Section (21) and as far as the conditions which we are asking for, with the exception of some minor overtime points, they are found in Section 21 of Division 26's agreement. As to the others, there is some difference in numbers of paragraphs only.

Paragraph M of Section 21 provides, "Where Motormen and Conductors are delayed for any reason beyond their control or the control of the Railway when operating cars in the regular scheduled passenger service, and such delays result in their not arriving at the carhouse or relief point at the time scheduled to be relieved, they shall be paid when such delay is in excess of five (5) minutes at the rate allowed for the service they are performing. If in the performance of the regular runs the pay shall be at the regular rate. If performing extra or tripper service which entitles them to overtime rates of pay for such service, they shall be paid at the overtime rate for the delay in excess of five (5) minutes."

That a man shall be paid at the rate allowed for the service performed when he is delayed in excess of five minutes, is only fair. If he is delayed five minutes he is not paid for it; but if there are blockades that may hold him for an hour or half an hour, or two hours, he is held out on his regular work, and he should be paid at his regular rate of service, and that is what he wants. That is what he is asking for there. That is, if that man is working on an overtime rate at that time, he should have the overtime pay. If he is working on a regular run, he should have the regular pay.

Paragraph N applies where crews are held beyond their scheduled relieving time to provide service for theatre crowds, they will be considered as performing extra service, and entitled to overtime rates of pay for the same. Now, this man has already done a day's work. He has performed his allotted work, and if he is asked to remain to do extra work, he should be paid for it. He should be given additional compensation for he has given additional service beyond that which he is required to perform, a principle that is accepted in every industry, practically so in the land, that is, that if men do more than the allotted day's work or work more than the allotted time, they are allowed extra compensation. There is nothing unfair about that. We have had it in the past. It has been awarded us by arbitration previously, and it has been well understood. Now, for some reason they want to take it away from us. They want to get back, they say, to a pre-war basis.

We were told when this great war was going on that wonderful men we were in the working world; that upon us depended the future of democracy;

that upon our shoulders rested the responsibility of winning the war, and true it was, for upon the shoulders of labor rests the responsibility of winning the battles of any country. Politicians may make war, but working men must fight them, and not only on the battlefield, but in the factories. We were told we would never return, oh, we would never return to the conditions of the past.

Mr. Fitzpatrick made some reference here this morning to Mr. Taft, now Chief Justice of the Supreme Court. Mr. Taft served during the war on the arbitration, and he and Mr. Walsh decided most of our cases. I had the pleasure of meeting that gentleman upon a number of occasions and I had the opportunity to present before him in my humble way some arguments for our people in presenting our cause. Mr. Chairman, I wish you could go through the investigation conducted at that time and read some of the things Mr. Taft said. One of them particularly I have in mind was this: He said to me, "How in the name of God these men have lived at this wage in the past, I cannot understand."

Now they would drive us back, back to the pre-war days. Well, gentlemen, don't go too far. Don't you go too far in your wage lowering proposition. The American worker will bear a great deal, but there comes a time when he will revolt, and when he does, there will be a revolt that the world will know something about, and don't you forget it.

They set up the war wage. The war wage was not considered from a living wage standpoint. It was considered only from the standpoint of getting our men upon a basis where we could keep them working, and they were required to make the same sacrifice as all other men made to meet the conditions of the war.

Now, I want to call your attention briefly to Paragraph O, Section 21. "Where there is a break or lay off time in any of the scheduled runs amounting to 45 minutes or less, such rates shall be paid for at the rate prescribed in this agreement and shall be considered a part of platform time."

That is a condition we have had for some time, that where you come in and have 45 minutes, and you must sail right out again, your time goes on, and it should go on in any occupation, but they want to take it away.

Paragraph P. Where the elapsed time consumed by swing runs exceeds 13 hours, for the fourteenth hour fifteen minutes; for the fifteenth hour an additional fifteen minutes, and for every consecutive hour thereafter, an additional thirty minutes."

Now, they want to take that away from us. Mr. Chairman, so that you may understand: That was a very serious subject of arbitration in 1917. There was little regard by some for the conditions under which the men worked. Men would be compelled to put in these long hours, and we felt unnecessarily so. So, we went to the Board of Arbitration, and we pointed it out and the Board of Arbitration gave us this:

"Where the elapsed time consumed by swing runs exceeds 13 hours, these runs shall be penalized by an additional pay for the period of excess consumed time to the actual platform time worked, as follows: For the fourteenth hour, 15 minutes; for the fifteenth hour, 30 minutes; for the sixteenth hour, 45 minutes; and for the seventeenth hour and each consecutive hour, one hour; these penalties to be applied to successive periods of one-half hour each; less than half of such period to be neglected, and more than half of such period to count as penalized time for a full penalized period."

This award was given to us by an Arbitration Board, signed by two of the arbitrators, Mr. Judson Grenell and Mr. John A. Russell. That award has been substantially reduced in conference with the men. They have continually fought against it. Now, they want to wipe it out entirely. Without such a penalty, these men have no protection against that condition, and we ask you to restore the conditions which these men are entitled to, by not only giving them what they are getting, but going back to the 1917 provisions and putting that back in the agreement where it belongs and from which it never should have been taken away.

In Paragraph "Q" Section 21, "Time and one-half will be paid for overtime on Sundays and holiday runs in excess of eight hours."

We struggled a long time trying to get some consideration for our men as far as time is concerned. We wanted at least a little leisure on Sunday. Operating conditions on Sunday are not so great, at least during a portion of the day, so we finally arranged that the men should work straight time. Eight hours should be the day's work. We arranged

that a certain number of men should come on and work their eight hours, and then the next men should come and do their eight hours.

Well, in a short time, after getting that established, they began to creep in on us again. We want protection. We don't care for this overtime, but we want protection against that—so we ask that if they work us after doing that straight time on Sunday over the eight hours allotted time for Sunday—and that is eight hours longer than the Divine injunction says we should work—but after working that eight hours, in order to protect us in our straight time on Sunday, we ask that they be required to pay time and a half for overtime.

Paragraph R, Section 21:

"Where a regular motorman or conductor is required to report for and operate a tripper or special run or to do extra work in addition to his regular run, he shall be paid time and one-half for such service on week days and time and one-half for such service on Sundays and holidays; and at his regular rate of pay for the time intervening."

Now, there was a great deal of discussion here the other day about that question. There seemed to prevail the opinion that we were asking for time and one-half for the intervening time. We are not asking it. We used to have time and a half, but we are not asking time and a half; we are asking for intervening time to be paid for at the regular rate; that this man who has to operate a tripper, and has to lay there an hour, that he be paid for the hour that he lays there to take out this tripper, and then that the tripper time would pay him time and a half the same as all other overtime would pay.

Then we have paragraph "U," as follows:

"Motormen and conductors on freight and express runs shall be paid time and a half for all service performed by them in addition to the scheduled run to which they are assigned; at the regular rate of pay for the time intervening between the completion of their regular run and starting time of the extra work. Time and one-half for all service performed beyond 11 hours."

Our freight men have exceedingly hard work, and their time has to be completed in 11 hours. Where they do passenger work beyond that, we are asking that they be given the time and a half for that work.

Paragraph V, Section 21:

"Men regularly assigned to freight runs and required to work in the passenger work on Sundays and holidays are entitled to time and one-half for all such service performed, except, where it is performed for the purpose of allowing men regularly assigned to the passenger board, the opportunity to be relieved from Sunday duty."

The freight board, you will understand, is a separate and distinct board made up for the freight men; they are not assigned to the passenger board, but they have their own board which they are on. Many years ago we did have them, but by an understanding between the organization and the company, there was established a separate board for these men. They have a line of work entirely different. They are engaged in the handling of freight. Their work week is six days, and Sundays is supposed to be a holiday for them, that is, they are supposed to have their Sundays because of that line of work. Now, when the company requires these men to come back and do extra work in passenger work, and we have had this condition, we think they should be paid time and a half for this work performed on Sunday, except where a man may go in to relieve some one that he has agreed to relieve, and voluntarily, as I understand it, goes in and does that work, then he gets the prevailing rate.

We have asked also in paragraph "W" of Section 21, "Night car men shall be allowed ten hours pay for eight hours' work."

That is a condition, Mr. Chairman, that we have had for a long time. It is a condition that is established now in the city, that is the man that does the owl work, who puts in the night, and we have contended that the man who goes out and works those hours is entitled to some consideration. In the city at the present time under the last arrangement he gets ten hours' pay for eight hours of work, as we have requested it here, and as we have had it in the past. It would seem that very little thought would show you that that man ought to have special consideration for his sacrifice, as to the hours in which he works. He sacrifices hours in which he would naturally sleep and rest.

The Financial Side

Now, I come, Mr. Chairman, to the financial side of this matter. I realize that my time is getting

short. I call your attention to the evidence brought by Mr. Reeves before this Board. I have touched already upon their 7 per cent interest, higher rates than that demanded by the Government or anyone else, and I shall not take any time now to discuss that further. I want to say, however, at this time that dealing with these gentlemen upon the question of wages is not a new thing to me. For the past 28 years, I have, either in conference or arbitration, had to deal with it. I have never yet, Mr. Chairman, met with them on this question but what they were going to the poorhouse. Away back when we used to get 17 and 18 cents an hour and when we wanted a cent out of these underlying companies that make up these companies—not these same gentlemen, but the gentlemen who preceded them—they were going to the poor house. So, I have always met that, and it is not a new thing to hear them making their appeals to you today to save them from it.

Now, Mr. Reeves brought in the figures here of this Company, taken from the actual facts as submitted to the Government, and has been examined and it shows you that while the employees were reduced 20 per cent in May of 1921, that the salaries of the general officers did not go down. He shows a difference of \$32,000 greater for them in 1921 than in 1920. So this universal reduction that we hear so much about, did not fall so heavily on the official family as it fell upon the rank and file of the men. He showed you that their legal expenses for 1920 were \$108,000, and in 1921, \$139,000. So, my friend did not suffer any reduction from the look of those figures, if you please.

He shows you that in 1914, the passenger receipts were \$9,377,878; in 1918, they increased to \$14,000,000 and in 1921 to \$19,000,000 in round figures. The increase to the company was approximately ten and one-quarter million dollars higher; four and one-quarter million dollars in excess of the entire trainmen's payroll. The increase is one and one-third times the total expenses of conducting transportation for 1921. He showed that more than ten and a quarter millions of dollars of income in business, but the capitalisation of the property did not increase to warrant any such increase; and if this money has been misdirected the employees of the company are not responsible for it.

He showed you in 1921 the trainmen's wages aggregated 30.7 per cent of the passenger receipts, leaving \$69.30 out of every \$100 for the company, exclusive of trainmen's wages.

Mr. Reeves showed in his report the enormous gains that have been made on these lines. That the income of the Wyandotte Division in 1914 was \$128,000—I shall give them only in round figures. In 1921, \$206,000.

Orchard Lake, the income in 1914 was \$178,000; in 1920, it was \$381,000.

Royal Oak, in 1914, was \$484,000; in 1920, \$1,082,000.

Flint City in 1914 was \$256,000 in round numbers; and \$1,011,008 in 1920.

The total receipts of these above lines in 1914 showed \$1,383,000; and in 1920, \$3,575,000.

By taking the figures from Exhibit 7 of this company that the wages paid to the trainmen during the month of March, 1922 upon which is based the average monthly annual earnings of the employees, there is a wage expenditure of \$143,238.00. Taking that as the yearly basis, which is the company's own figures, and which are very high, he shows that the wages for the ten months would be \$1,432,381.40, or, less than 21.1 per cent of the revenue.

Take this, if you please, in comparison with the 30.7 per cent as was shown for the entire property in 1921.

He shows that where the Detroit United Railways in 1921 received \$69.30 for every \$100 taken in as available to supplies in other directions exclusive of trainmen's wages, that the company now receives from their own estimates, \$78.90.

He showed you that in 1911, the total car miles was 11,292,481; and that in 1921, they were 16,280,840, an increase of over 44 per cent.

He showed you that the total revenue passengers carried in 1911 were 22,596,807; in 1916, they were 37,042,564; and in 1921, 49,752,542 or an increase of 120 per cent.

The above comparisons show that where there were carried 2.0012 passengers per car mile in 1911, there were carried 3.0559 passengers per car mile in the year 1921.

I am not going to read all of these figures. My time is short. I realize that you gentlemen want to go over it. But the figures that we have submitted show you the actual facts from this company.

Now, I am surprised, Mr. Chairman, to hear the argument that was produced here this morning, to say that outside of the wage of these men, there is 20 per cent—that 80 per cent of the wages of these men should be counted as their income from this company, and they should get 20 per cent from somewhere else.

What does my friend want to teach? Does he want to come here to tell us that we must put our children into the factories and mills, a condition that we are struggling against all over this country, struggling to put our children into the schools and educate them. I know of no other means for the man that works for this company to earn his money but from this company. He dare not go out and take employment. Your book of rules that I quoted you there shows that. He must give all of his time to this company. A man with three little children, oh, he must have an income of 20 per cent. He has figured that out and laid it down before this Board of Arbitration, the most ridiculous proposition I ever met with in all my life, and I have been in a number of arbitrations.

What does he want to teach us? What does he want to contend? Oh, that your Board shall rule that there shall come from the children and the wives of these men an earning of 20 per cent to make up the 7 per cent dividend for the D. U. R.? I want to say to you gentlemen, with all the power at my command that I resent any such a proposition. I have always maintained that we should move in these matters conservatively and with good judgment, but any such proposition as that, if it ever was laid before the men of Detroit, I assure you that I should be the first one with all the power of my command, not only to criticize but to denounce such a proposition.

Now, I want to thank you gentlemen for the time that you have given me, and for the patience that you have had with us in presenting our case.

NUMEROUS ONE-MAN CAR ACCIDENTS

The Albany and Troy, N. Y. Street Railway System, known as the United Traction Company, some more than one year ago installed one-man cars. The installation of this type of car was opposed by the citizens generally, but allowed by the State Utilities Commission, thus overriding the Local authorities and the public. The Public Utilities Commission records as applying to the Troy-Albany system, have recently been investigated and it is found that during the past year, 425 persons have been injured and four killed upon this system by these one-man cars. This number does not include a recent accident in Albany in which 14 persons were seriously injured, as the year report closed, Dec. 1. Head-on collisions are included in the report on accidents, as well as rear-end collisions. An Albany daily paper cites that the property is now planning reorganization, and says: "Whether or not the reorganization plan was put under way as a result of the high accident toll, was a matter of speculation. But it was hinted in certain quarters."

Since the Buffalo street railway company has armed its strikebreaking motormen and conductors, among those who are serving time in Buffalo bastilles for careless use of their firearms, are one James MacFarland of the Philadelphia Vacationists, and another by the name of Louis J. Smith, who presumes to be from Baltimore. The original home of Arthur Gummip seems not to have been supplied. MacFarland is enjoying 50 days of his vacation behind the bars. Smith's sentence is said to have been cut 25 days.

ELECTRIC RAILWAY MEN LOOK UPON NEW YEAR WITH CONFIDING PROMISE

By W. D. Mahon in the American Federationist

The old year departs midst a demonstration of the American labor movement that brings to the knowledge of all that the purpose of the movement is to advance the social order of things in general, and promote the general welfare of the public.

As the New Year, identified as the year 1923, dawns, it witnesses in the ranks of the Amalgamated Association of Street and Electric Railway Employees of America a vigor, hopefulness and determination excelled by no preceding year. This comes of the attainments within the passing year and the fact that the processes of the organization have been much less disturbed than was anticipated at the beginning of the year 1922.

Labor, and that includes street and electric railway employees, entered the year 1922 in the midst of an industrial depression that invoked no exceptional hopefulness from the fact that war had been declared on trade unionism by an enemy enthusiastic with the presumption of an assured strengthening that would make its crushing influence irresistible. That element, the employers' associations, whose continued profit taking and prosperity was regarded as dependable upon exclusive control of wages and working conditions by it, had so succeeded that we had seen and were even then witnessing souphouse conditions that had mounted high in the job competition of wage-earners. The only barrier warding from Labor actual serfdom, has been proven to have been the trade union movement in its well formulated processes.

It is true that there was a depletion even in the ranks of the trade union elements of the various crafts. But the history of the heartlessly enforced depression carries with it that those organized were the least sufferers. This stands out argumentative in the interest of organization. It is recognized by even the unorganized, and as we enter the New Year actual accessions are being made by the trade unions of the various crafts. This shows that the movement to crush the trade unions has fallen far short of reaching the mark, and due to the well-organized systems of the trade unionists, has even fallen short of what the trade unions expected upon the entrance of the unpromising year of 1922. Records show that practically all of the trades organizations have increased throughout the latter half of the passing year, thus bringing to the labor movement an encouraging recognition of its greater strength and force than with which it entered the old year.

The record of the Amalgamated Association of Street and Electric Railway Employees of America for the year 1922 shows this organization, like very many others, indulged in some retreats in wage rates, but

without the surrendering of a single well-established unit existing to it at the beginning of the year. These retreats were methodical on the part of the members affected and were understood by them as merely receding to a foundation of solidarity from which to move forward and the forward movement is under way as the association enters the New Year.

Wage adjustments and agreement relations established and re-established in the later part of the closing year, have marked the maintaining of former conditions and in some instances increases have been achieved.

The street and electric railway business is so interwoven in social life as to be largely dependable upon the movements of other industries and the general resumption of shop employment is bringing great relief to street railway properties, which is as well an advantage to the workers, and there are many more men employed in this vocation at the beginning of the year 1923 than were so employed at the beginning of the year 1922.

Whether the activities of industries that have developed in the final days of the parting year are, as many believe, temporary, or whether there will be a steady progress throughout the New Year, it has had the effect of extending the labor movement with encouraging re-enforcements.

The reactionary attitude of the retiring federal congress, and the federal administration has resulted in wonderfully encouraging achievements of the labor movement from a political point of view, in such a manner as to be discernible as never before in the history of the movement. It has exemplified the force of labor and demonstrated it to the public as an important balance of power factor in political life, and can not fail as a caution that will, in a measure, guard the public from further incursions by those of special interests.

The old year departs midst a demonstration of the American labor movement that brings to the knowledge of all that the purpose of the movement is to advance the social order of things in general, and promote the general welfare of the public.

COMPANY REAPS SEVENTY THOUSAND DOLLARS PROFIT

From a statement appearing in a recent issue of the Indianapolis Star is taken the announcement that the Indianapolis Street Railway Co. has instituted a relief association among its employees, with the advertised hope that it will "decrease the number of accidents and strengthen the morale of the employees." This pension fund association provides that each member shall contribute one dollar each month to the pension fund, and that the street car company will contribute annually \$5,000 and an additional amount, if a decrease in accidents and damages is shown. Mr. McGowan, secretary-treasurer of the Company, states that it is hoped that this latter provision will act as "an inducement to all car service men to exercise the greatest care to avoid accidents to passengers and property."

The employees adopted a resolution expressing their gratitude to President Robert I. Todd, and Dr. Henry Jamisen of the Board of Directors for the creation of this pension fund association and assured the company that it will result in a response by a spirit of co-operation, etc. In another issue of the Indianapolis paper, and practically coincident with this mark of generosity is the announcement of a three cents per hour wage reduction. These men, before the institution of their relief association, were receiving 39 cents per hour for the first year of service, 40 cents per hour for the second year, 41 cents for the third year, 42 cents for the fourth year, 43 cents for the fifth year and 44 cents per hour thereafter. Their wages now will rate on the same basis from 36 cents per hour to 41 cents per hour. The Company announces that this reduction is made necessary by the decrease of 44,000 revenue passengers a day, which is caused, it is alleged, by the continuance of unrestricted jitney bus competition, and the present serious industrial depression. It is stated by the company that this reduction in wages will aggregate approximately \$75,000 per year. It will be seen that the company can save \$70,000 and still have \$5,000 to appropriate to the so called pension fund association. There isn't any question but what the resolution expressing gratitude was substantial by those who voted for it. But the paper does not state the proportion of the employees who voted for the resolution, thanking the company for its mark of benevolence in instituting a pension for future use, at a time when they are handing heretofore underpaid employees, a reduction of 3 cents per hour. Interurban men operating from Indianapolis are paid 2 cents per hour in excess of the rates to city men. The Indianapolis City Street Railway Co. blacklists members of the Amalgamated Association. It is evidently profiting? by this measure at the rate of a loss of approximately One Million Dollars per year that is being taken in by bus operators whose patronage is largely due to the unfair attitude of the Indianapolis Company.

Much publicity in newspapers, which is wholly propaganda, is being given out to lead the public to believe that there is a shortage of laborers and that, therefore, the immigration gates should be thrown wide open to the world. Nothing can be more stupidly false. The impetus behind this type of propaganda is the desire of profit seeking employers of wage earners to further depress wages to the extreme advantage possible in competitive markets. The spirit of profiteering has not receded. Profiteering is yet viciously applied in all types of business. The fact is that labor has been lowered to the rock bottom strata. Labor cannot subsist and further truckle to the ambitions of profit seekers. Fair wages is resultant of an abundant supply of laborers on any job. Even yet there are many more men than jobs. But men must have at least a wage scale to bear subsistence.



The Motorman and Conductor



Official Journal of the Amalgamated Association of Street and Electric Railway Employees of America
PUBLISHED BY THE ASSOCIATION
Monthly, at 260 E. High St., Detroit, Mich.
W. D. MAHON, President

EXECUTIVE COUNCIL

W. D. MAHON	International President
WM. B. FITZGERALD	First Vice-President
P. J. O'BRIEN	Second Vice-President
W. S. MCLENNATHAN	Third Vice-President
WM. F. JENNINGS	Fourth Vice-President
FRED A. HOOVER	Fifth Vice-President
GEORGE A. DEAN	Sixth Vice-President
P. J. McGRATH	Seventh Vice-President
FRANK O'SHEA	Eighth Vice-President
THOMAS F. SHINE	Ninth Vice-President
ALBERT E. JONES	Tenth Vice-President
JAMES LARGAY	Eleventh Vice-President
J. B. WILEY	Twelfth Vice-President
M. J. MURRAY	Thirteenth Vice-President
C. U. TAYLOR	Fourteenth Vice-President
L. D. BLAND	International Treasurer
GENERAL EXECUTIVE BOARD	
EDWARD McMORROW	A. H. BURT
MAGNUS SINCLAIR	WILLIAM F. WELCH
P. J. SHEA	J. B. LAWSON
JOHN H. REARDON	WM. B. FITZGERALD
R. L. REEVES	Secretary

Correspondents will please address all communications for publication to R. L. REEVES, Editor.
Subscriptions payable to W. D. Mahon, President.

SUBSCRIPTION

Per Annum, \$7.50

Single Copy, 10 cents

ASSOCIATION

Articles of Constitution

Section 1. The objects of this Association shall be to organize Division Associations.

Sec. 2. To place our occupation upon a high plane of intelligence, efficiency and skill; to encourage the format on in Division associations of Sick Benefit Funds; to establish schools of instruction and examination for imparting a practical knowledge of modern and improved methods and systems of transportation and trade matters generally; to encourage the settlement of all disputes between employer and employees by arbitration; to secure employment and adequate pay for our work; to reduce the hours of daily labor and by all legal and proper means to elevate our moral, intellectual and social condition.

Unsigned communications cannot be published. Names of correspondents will not appear with their products unless by special permission of the correspondent. Matter for publication should be in not later than the 2nd of the month, and should be written on one side of the paper.



The result of the recent Detroit wage arbitration, coming from the Chairman of the State Utilities Commission, is a strong endorsement of the fact that further wage rate reductions are not only unwarranted, but unjust under present conditions.

The year 1923 is now a reality. It has come with better promise than the two preceding years, and in street and electric railway circles with better promise than has been held out to the properties since the pre-war period. It is up to the people, and that means the preponderating labor element to make the most of it.

Members of the Amalgamated Association never lose sight of the fact that they have a full interest in the success of the properties upon which they work. A period of better days for street railways is so heartily hailed by no other element than the workers employed in their operation. The interest is natural, and particularly so where the inherent rights of employees are respected.

A street or electric railway property that is operated under a system of rain check employment, cannot expect a general co-operation of the employees in the operation of the property. A rain check system of employment is religiously non-union. The motorman or conductor in such employment fully senses the fact that he is engaged on a day to day job that is very liable to end at the close of any one day. He realizes that his job is wholly in the hands of the management and that the management is not only one man before him, but every man from the manager down

to the inspector or car house foreman and his job is subject to determination upon the whim or caprice of any one of those many straw bosses who will in practically every instance be sustained by the general director of the property. How can there be co-operation within such a type of employment? The employees are restrained from even co-operating among themselves. They are even prohibited from deliberating together upon their own interests. The only remedy is organization.

The Amalgamated Association of Street and Electric Railway Employees of America enters the year 1923 well preserved. It has not suffered from the disintegrating effects of industrial depression, because of the fact that it was well organized, and its various units generally well instituted and well fortified at the beginning of the old year. It is even better fortified for the year 1923. Its accomplishments in the present year in every direction will exceed those of the departing year. This comes of the will, spirit and purpose of the general membership.

The honest, fairminded manager, or official of a street railway or electric railway property, where men are organized, and enjoying collective agreement, will certify to the fact that fair treatment under collective agreement inspires the necessary spirit and good will to bring the full force of hearty co-operation to the end of successful management and operation of the system. It is an organized force recognized as of the power for co-operation and the spirit that propels is the co-ordinating spirit of every unit of the American labor movement.

There is no union man but that regrets the failure of a fair employment institution. And he can be relied upon to contribute to protect such an institution from failure.

Can anyone question but that the history recorded by preceding years, and particularly the year just closed, has evidenced the importance of organization to wage earners? The demonstrations have been too vivid to have gone unseen; that the only restraint with which vicious wage reductions have been met has been that asserted by the organizations of the various wage earning crafts. Throughout the past two years where there was exercised no influence of organized labor, wage rates were reduced to the minimum. Common labor receded in many places to as low as 18 cents per hour. Nothing of this nature came to those who were organized, or even to those who were sheltered by the influence of organization.

The National Industrial Conference Board, with Headquarters in New York, among its functions has issued a statement on the standards of wages, setting forth that there has been a substantial hourly and weekly earnings increase to all classes of labor from July 1922 to October, 1922. The data issued by the Board shows that the average hourly earnings of wage earners covered by the investigation for July, 1914, was 23.8 cents per hour. In July, 1922, the rates had risen to 48.4 cents per hour; in August, 48.6 cents and in September to 49.5 cents per hour, the rate for September, 1922, being 108 per cent higher than for July, 1914. The report states that wages have increased more sharply to unskilled than skilled labor during the period covered.

The International Convention of the Amalgamated Association will be held in Oakland, Calif. in September of this year. The distance to be travelled by delegates of Eastern Locals to attend this Convention is not at all impossible. Many Locals are already constructing a convention fund to assure representation in that big Association meeting. Other Locals will follow suit. Dances, picnics, boat excursions, etc. are available means of creating funds for those Locals that are not otherwise in a position to finance delegates to attend the Convention. That the expense is no barrier from attendance has been shown at every convention held by the Association in the East where in every instance delegates from the Pacific Coast Locals have been in attendance. Divisions of the Amalgamated Association should generally make it a point to see that the Convention of 1923 is the largest held in the history of the Association. Understand, it is the convention that makes the laws to govern the organization in general. Those laws are the code of regulations governing International Officers and Local Divisions in the course of the organization for the succeeding two years.

FROM LATE REPORTS OF INTERNATIONAL OFFICERS

International President W. D. Mahon, shortly following the completing of the recent Detroit United Railways wage arbitration, in which he was successful in warding off a reduction in wages, was seriously afflicted with blood poisoning starting in the thumb of his left hand as resultant from sustaining a severe burn, which was accidental. The burn of the flesh on the inside of the thumb reached the bone creating a condition that later became infected. It was a most painful affair and required two operations at a Detroit Hospital. For some five weeks he was confined to his home under treatment but had sufficiently improved to visit the General Office first, January 9, although he has not even yet fully recovered. Prior to the affliction from blood poisoning, he made a trip to New York State in the interest of Division No. 623, Buffalo, N. Y., the members of which employed upon the International Railway Members, including the Buffalo Street Railways, have been locked out of employment since July 1. Even during his sickness, he was in touch with that and other situations that were under his immediate advisement.

First Int. Vice-President Wm. B. Fitzgerald, following the Detroit wage arbitration, assisted Divisions Nos. 26, Detroit; 90, Port Huron; and 111, Ypsilanti, upon renewals of the respective agreements to embrace the recent wage award. He visited New York State with International President W. D. Mahon upon the Buffalo situation and again, early in January, where the Local is involved in the prospect of an investigation to be made by the State Board of Utilities. He was upon this situation of date of January 10. He also associated with the M. O. Branch of Division No. 26, Detroit, Mich., in further conferences with the M. O. Officials in the working out of wages and working conditions. This instrument at the close of his final report was with the city attorney for his opinion as to the legality of certain of the features agreed upon. This submission to the city attorney was made by the M. O. officials.

Second Int. Vice-Pres. P. J. O'Brien reports having closed the new agreements for Divisions Nos. 22 and 448, Worcester and Springfield, Mass. Wage rates were agreed upon without entering arbitration, although, each side had chosen their respective arbitrators. He assisted Division No. 22, Worcester, in the audit of its financial books and accounts, and per his report of December 31, he had under his advisement, a situation involving the members of Division No. 721, Lewiston, Me.

Fourth Int. Vice-Pres. Wm. P. Jennings, in December, was dispatched to Montreal, where he assisted Division No. 790 in drafting by-laws and otherwise upon its affairs. He reports the Local in good shape and fair working condition.

Seventh Int. Vice-Pres. P. J. McGrath in December, visited Division No. 657, Monessen and Charleroi, Pa., on agreement work. He reports a wage agreement consummated that provides wage rates of 53 cents per hour for first 3 months service men, 57 cents for the next 9 months of service, and 59 cents to those of one year of service, with overtime at time and one-half.

Eighth Int. Vice-President Frank O'Shea, in December, was successful in effecting a settlement of the strike of Lackawanna, N. Y., Branch of Division No. 624, under which the members involved returned to work December 18. He was dispatched to St. Louis, Mo. as a witness in a court case, in which Division No. 788 was involved, which was directed against a defaulting former officer. From St. Louis he returned to Buffalo where he again assumed charge of the Buffalo and Niagara Falls lockout involving members of Division No. 623, employed by the International Railway. By his report of January 7, the Buffalo men are standing firm in their determination to return to employment only as Association members, with the right of collective agreement.

G. E. B. Member Edward McMorro reports a settlement of the wage dispute, upon the Gary and Crown Point, Ind., Railway, which employs a branch of Division No. 517. The settlement carries with it 60 cents per hour, with nine hours pay for runs less than that number of hours. Upon the Valparaiso Branch of this Local he reports the wage rates to have been settled at 53 cents per hour. This is 2 cents per hour in excess of the primary offer of the company. He assisted Division No. 228, Joliet, Ill. in negotiating a new agreement by which the members received increase in wage rates of one cent per hour. In the course of his work, he attended a meeting of Division No. 416, Peoria, Ill., where he installed the officers of the Local, and at the close of his report of January 6, had under his advisement, agreement work in the interest of Division No. 752, Bloomington, Ill.

G. E. B. Member Magnus Sinclair, while in the West, assisted Division No. 518, San Francisco, Calif., upon an audit of the financial affairs of the Local, upon which he reported. He attended a meeting of Division No. 192, Oakland, Calif., and reports that Local in fine shape. Passing from San Francisco, he visited Division No. 101, Vancouver, B. C., upon which he reports the Local in good working order. Other Locals visited upon his return to the East were Division No. 569, Edmonton, and 583, Calgary, Alta., where he reports the Locals in good working shape. At the close of his report of January 7, he had been called to Buffalo, N. Y. to consult with Int. Vice-President Fitzgerald and local officers upon the affairs of the Buffalo Local.

G. E. B. Member P. J. Shea, although

improving from his recent serious operation, which was reported last month, his condition is such that with proper caution he is fully out of danger, with complete recovery of his health but a matter of a few days, as shown by a report of January 7, upon his condition. Some six weeks previous thereto, he was in a most critical condition and it has been by the best of treatment that he is again returning to normal health.

G. E. B. Member John H. Reardon, who assisting Divisions No. 905, Danville, 906, Decatur; 907, Springfield; 908, Peoria, Ill.; and 909, St. Louis, Mo. upon agreement work, reports the agreement consummated with wage rates of 57½ cents per hour for motormen and conductors in passenger service, 60 cents per hour for freight service, 50 cents per hour to collectors and 45 cents per hour to brakemen. He later visited Division No. 616, Providence, R. I., upon the subject of coasting meters, upon which a dispute had arisen. He reports that the company insists upon drastic rules governing these coasting meters. At Waltham, Mass. he attended a meeting of Division No. 600, and installed officers for the ensuing year. He also advised with the officers upon a grievance arbitration case pending, as per his report of January 7.

G. E. B. Member Wm. F. Welch, in December, visited E. Liverpool, Ohio, and Pittsburgh, Pa. in the interest of Division No. 52, E. Liverpool, employed upon the Steubenville, East Liverpool and Beaver property, who were locked out. He made a thorough investigation of the situation and reported no change in the purpose of the employees to protest the lockout to a successful finish. He again visited E. Liverpool in January, and reports that the company is not only violating faith with the employees but is violating the franchise contract it holds with the city, particularly the arbitration provision. The public is being very well accommodated with jitney service largely supplied by the locked out members of Division 52. Board Member Welch in his report, expresses a confidence of the ultimate success of the members of Division No. 52. His visit to Pittsburgh was to make a report to the officials of Division No. 85 upon the E. Liverpool situation, as the E. Liverpool property joins a branch of the Pittsburgh railways properties known as the Beaver Valley Traction Co. He reported that the members of Division 85 are in full sympathy with the members of Division No. 52.

G. E. B. Member James B. Lawson, in December, assisted Div. No. 610, Charleston, S. C., in the arbitration of the wage scale of the members of that Local. He reports that the award handed down grants wage rates of 44¢ for 1st 3 months, 46¢ for the next 9 months and 48¢ per hour thereafter, with 5¢ per hour additional for one-man cars. Per his report of January 6, he was assisting the Local in working out conditions in the interest of the shopmen em-

ployed upon the Charleston property. Pending this work, he visited Atlanta, Ga. from where he reports Division No. 732 engaged in a renewal of agreement. He reports that it has been agreed that the wage rates shall remain as in the previous agreement, but that the Local is seeking changes in working conditions.

STRIKES AND LOCKOUTS

St. John, N. B.—Division No. 663, the members of which were locked out June 29, 1922, have completed practically six months in active protest of the unfair attitude of the employing company. The members of the Local seem to confide in a change of public sentiment in favor of public ownership and operation of the system. Due to the lockout the property has been operated in a manner resultant of large deficits.

Columbia, S. C.—Division No. 590 reports no change in the lockout of the members of the Local by the employing company. While the property is being operated, it is so operated at much loss. The members of the Local are practically all employed in other vocations.

East Liverpool, O.—Division No. 52, or that element of the membership employed by the Steubenville, E. Liverpool and Beaver Railway, which includes the E. Liverpool street railways as the major element, reports that the only attempt at settlement is being made by a joint committee of the Chamber of Commerce, the Rotary Club and the Kiwanis Club. This committee has approached the Local with conditions of employment embodying provisions more modified in the interest of the employes than the agreement upon which the settlement was made in Steubenville, Ohio. However, it ignores the franchise condition of arbitration that the management of the company has persistently violated. The situation is under the immediate advisement of G. B. B. Member Wm. F. Welch and Local Officers.

Lackawanna, N. Y.—Division No. 624, of Buffalo, reports a settlement of the strike of the Buffalo and Lackawanna Branch membership of the Local. Settlement was made and work resumed December 18. The settlement was effected by acceptance of the wage rates tendered by the management of the property.

Buffalo, N. Y.—Division No. 623 submits reports of no less encouragement than previously made. The members locked out are now in their seventh month of protest. The Local reports that an investigation of the situation is being made by the State Utilities Commission upon petition of the Mayor of Buffalo. The company is operating more or less cars and has a staff of some 1,000 strikebreakers. But there are lines upon which no cars have been operated pending the suspension. The property is being operated at a large deficit. The

Mayor has declared an emergency to exist and is permitting the free operation of busses and jitneys, much to the satisfaction of the public. This situation has developed to the people of Buffalo the autocratic attitude of the management of the property as it has uncovered a disposition of the management to subjugate the public and control not only wages, but rates of fares and quality and quantity of transportation, regardless of convenience. The people are aroused at this attitude. All parties are awaiting the investigation by the Public Utilities Commission that has been set for January 16. A humorous feature of the propaganda put out by the Mitten Management relative to this situation, were it not a most serious matter, is the persistence from the very first to the present time that "so far as the company is concerned the strike is a dead issue." As a matter of fact, the protest of the lockout instituted by the company is much more alive today than at any period since it was instituted the first of July. Neither is it a strike. It is a lockout where the employes were clearly given to understand that as members of the Amalgamated Association, they could not be employed upon the road.

Disbursements from the Death, Disability and Old Age Benefit Fund during the month of November, 1922, were made to beneficiaries on claims as follows:

Death Benefits

Isabelle Kane, beneficiary, death claim of Thomas A. Kane, deceased, late member of Div. No. 589, Boston, Mass.; cause, Ulcers of Stomach.....	\$300.00
Mrs. Congetta Pace, beneficiary, death claim of Antonio Pace, deceased, late member of Div. No. 194, New Orleans, La.; cause, Operation for Appendicitis.....	400.00
Antoinette P. Venturina, beneficiary, death claim of P. J. Venturina, deceased, late member of Div. No. 194, New Orleans, La.; cause, Pernicious Anaemia.....	800.00
Vincent Tuero, financial secretary and treasurer of Div. No. 623, for beneficiaries, death claim of Michael J. Connors, deceased, late member of Div. No. 623, Buffalo, N. Y.; cause, Carcinoma of Large Bowel and Peritonitis.....	800.00
Wm. S. McClenathan, secretary-treasurer of Div. No. 308, for beneficiaries, death claim of Felix Byczek, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Cardiac Failure complicated by Asthma.....	400.00
C. H. Freeland, financial secretary of Div. No. 563, for beneficiary, death claim of Russell Johnson, deceased, late member of Div. No. 563, Lansing, Mich.; cause, Tuberculosis....	250.00
Edward C. Miller, financial secretary of Div. No. 820, for beneficiary, death claim of Leopold Bogner, deceased, late member of Div. No. 820, West Hoboken, N. J.; cause, Syncope due to Cardiac Disease probably myocardial in nature.....	250.00
L. A. Graesser, financial secretary and treasurer of Div. No. 788, for funeral expenses, death claim of Vincent R. McDermott, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Pulmonary Tuberculosis and Hemorrhage of Lung.....	200.00
Mrs. Mary Shanahan, beneficiary, death claim of Michael Shanahan, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Apoplexy.....	800.00
Mrs. Claudine Nelson, beneficiary, death claim of August Nelson, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Strangulation—Suicide by hanging.....	800.00
Mrs. Hilma Bodin, beneficiary, death claim of Ragnar Bodin, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Pulmonary Tuberculosis.....	800.00

Etta Moran, beneficiary, death claim of William Moran, deceased, late member of Div. No. 623, Buffalo, N. Y.; cause, Fracture of skull from automobile accident.....	800.00
Mrs. Hanna Tracy, beneficiary, death claim of Jerry Tracy, deceased, late member of Div. No. 194, New Orleans, La.; cause, Pulmonary Tuberculosis.....	500.00
Mrs. Sarah McElroy, beneficiary, death claim of Fred P. McElroy, deceased, late member of Div. No. 589, Boston, Mass.; cause, Lobar Pneumonia.....	\$250.00
Mrs. Ross W. Young, beneficiary, death claim of Ross W. Young, deceased, late member of Div. No. 268, Cleveland, Ohio; cause, Accident—Head-on collision of street cars, causing Fracture at base of skull and injury to brain.....	500.00
Mrs. Victoria Priebe, beneficiary, death claim of August J. Priebe, deceased, late member of Div. No. 268, Cleveland, Ohio; cause, General Paresis.....	800.00
Paul Coleman, beneficiary, death claim of Clide C. Coleman, deceased, late member of Div. No. 689, Washington, D. C.; cause, Chronic Pulmonary Tuberculosis.....	250.00
William Taber, financial secretary and treasurer of Div. No. 241, for beneficiaries, death claim of Joseph Barton, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Arterio Sclerosis.....	800.00
Richard T. Skehan, financial secretary of Div. No. 425, for beneficiaries, death claim of Seth Wells Cook, deceased, late member of Div. No. 425, Hartford, Conn.; cause, Apoplexy.....	800.00
Mrs. Adele Schumacher, beneficiary, death claim of Walter Schumacher, deceased, late member of Div. No. 857, Green Bay, Wis.; cause, Typhoid Fever.....	400.00
Mary L. Markland, administratrix of estate of deceased, for beneficiary, death claim of Edward Markland, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Rheumatic Endocarditis.....	200.00
Mrs. Leah N. Goacher, beneficiary, death claim of Jacob N. Goacher, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Arterio Sclerosis, Chronic Interstitial Nephritis and Angina Pectoris.....	200.00
Mrs. Mamie Mack, beneficiary, death claim of John Mack, deceased, late member of Div. No. 26, Detroit, Mich.; cause, Accident—Fracture of skull from being struck by automobile.....	100.00
Mrs. Olga Mills, beneficiary, death claim of J. Mills, deceased, late member of Div. No. 268, Cleveland, Ohio; cause, Pulmonary Tuberculosis.....	800.00
Mrs. Delia Corbett, beneficiary, death claim of David Lynch, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Accident—Being struck by automobile, causing skull fracture and sub-dural hemorrhage due to external violence.....	150.00
Mrs. Delia Judge, beneficiary, death claim of Thomas Judge, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Operation for Hernia.....	800.00
Mary C. Keyes, beneficiary, death claim of Edward J. Keyes, deceased, late member of Div. No. 589, Boston, Mass.; cause, Acute Oedema of Lungs and Brains.....	\$250.00
Richard T. Skehan, financial secretary of Div. No. 425, for beneficiary, death claim of Frank H. Cobb, deceased, late member of Div. No. 425, Hartford, Conn.; cause, Chronic Interstitial Nephritis and Apoplexy.....	800.00
Mrs. Mary Quinn, beneficiary, death claim of Thomas Quinn, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, Acute Myocarditis.....	800.00
Mrs. Elizabeth Carey, beneficiary, death claim of John J. Carey, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, Pulmonary Tuberculosis.....	800.00
William Taber, financial secretary and treasurer of Div. No. 241, for beneficiaries, death claim of John Lundien, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Carcinoma of Esophagus and Nephritis.....	800.00
Mrs. Anna Chyla, beneficiary, death claim of Frank A. Chyla, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Pulmonary Tuberculosis.....	400.00
Mrs. Mary Lewis, beneficiary, death claim of Joseph Lewis, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Chronic Nephritis.....	800.00
Mrs. Hilma Schondorf, beneficiary, death claim of Peter H. Schondorf, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Pulmonary Tuberculosis.....	150.00
Fannie Archer, beneficiary, death claim of Walter W. Archer, deceased, late member of Div. No. 820, West Hoboken, N. J.; cause, Acute Gastritis and Chronic Inflammation of Intestines.....	150.00
Mrs. Bartholomew Maina, beneficiary, death claim of Bartholomew Maina, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Chronic Myocarditis.....	100.00
Margaret A. Lambert, beneficiary, death claim of John J. Lambert, deceased, late member of Div. No. 448, Springfield, Mass.; cause, Cerebral Hemorrhage and Cerebral Arterio Sclerosis.....	800.00
William Taber, financial secretary and treasurer of Div. No. 241, for funeral expenses and taking care of deceased, death claim of Frank Fish, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Locomotor Ataxia.....	800.00
Elizabeth H. Dorand, beneficiary, death claim of William H. Dorand, deceased, late member of Div. No. 194, New Orleans, La.; cause, Pneumonia.....	50.00
Rose Mettger, beneficiary, death claim of Adolph Mettger, deceased, late member of Div. No. 589, Boston, Mass.; cause, Valvular Disease and Dilatation of the Heart.....	800.00
Mrs. Anna Kurucar, beneficiary, death claim of Stephen Kurucar, deceased, late member of Div. No. 518, San Francisco, Calif.; cause, Paresis.....	500.00
Delia Happel, beneficiary, death claim of Louis Happel, deceased, late member of Div. No. 519, La Crosse, Wis.; cause, General Peritonitis following Perforation of Duodenum.....	800.00
Mary Reed, beneficiary, death claim of William P. Reed, deceased, late member of Div. No. 568, Erie, Pa.; cause, Carcinoma of Pancreas.....	800.00
Amelia Taylor, beneficiary, death claim of Aaron Taylor, deceased, late member of Div. No. 194, New Orleans, La.; cause, Chronic Intestinal Indigestion.....	100.00
Patience S. Davol, beneficiary, death claim of William H. Davol, deceased, late member of Div. No. 174, Fall River, Mass.; cause, Chronic Bronchitis.....	800.00
Mrs. Carrie Beam, beneficiary, death claim of Phillip Beam, deceased, late member of Div. No. 540, Trenton, N. J.; cause, Broncho-Pneumonia.....	800.00
Mark Connelly Jr., beneficiary, death claim of Mark Connelly, deceased, late member of Div. No. 589, Boston, Mass.; cause, Illuminating Gas Poisoning—accidental.....	100.00
Mrs. Margaret Coakley, administratrix of estate of deceased for beneficiaries, death claim of Stephen Coakley, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Chronic Myocarditis.....	800.00
Vera Luey, beneficiary, death claim of Charles R. Luey, deceased, late member of Div. No. 876, Hamilton, Ont.; cause, General Peritonitis following Rupture of Duodenal Ulcer.....	250.00
Mrs. Margaret Cahill, beneficiary, death claim of J. T. Cahill, deceased, late member of Div. No. 518, San Francisco, Calif.; cause, Apoplexy.....	800.00
A. H. King, financial secretary of Div. No. 842, for funeral expenses, death claim of Howard G. Lowther, deceased, late member of Div. No. 842, Wilmington, Del.; cause, Strangulation caused by Epilepsy.....	150.00
Mrs. Nettie McLeister, beneficiary, death claim of J. W. McLeister, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, Croupous Pneumonia.....	800.00
Mrs. Frederick Pfeifer, beneficiary, death claim of Frederick Pfeifer, deceased, late member of Div. No. 623, Buffalo, N. Y.; cause, Myocarditis and Acute Dilatation of Heart.....	800.00
Richard T. Skehan, financial secretary of Div. No. 425, for beneficiary, death claim of George Martin Rempp, deceased, late member of Div. No. 425, Hartford, Conn.; cause, Angina Pectoris and Broncho-Pneumonia.....	800.00
Mrs. Doris Bartlett, beneficiary, death claim of Myron F. Bartlett, deceased, late mem-	

ber of Div. No. 241, Chicago, Ill.; cause, Chronic Endocarditis.....	800.00	claim of Hugh McNealy, deceased, late member of Div. No. 589, Boston, Mass.; cause, Hypertrophied Prostate Post-Operative Shock.....	\$100.00
Mrs. Caroline Reynolds, beneficiary, death claim of William Reynolds, deceased, late member of Div. No. 685, Brantford, Ont.; cause, Complication of Disease—Infective Cholecystitis.....	600.00	Mrs. Seymour Nailor, beneficiary, death claim of Seymour Nailor, deceased, late member of Div. No. 304, Glen Falls, N. Y.; cause, Inflammation of Bladder.....	800.00
Katherine J. Coffey, administratrix of estate of deceased for beneficiaries, death claim of Michael J. Shea, deceased, late member of Div. No. 280, Lowell, Mass.; cause, Facial Erysipelas.....	800.00	Mary Walden, beneficiary, death claim of George D. Walden, deceased, late member of Div. No. 192, Oakland, Calif.; cause, Acute Dilatation of Heart and Chronic Myocarditis.....	800.00
Mrs. Blanche Annen, beneficiary, death claim of Jacob H. Annen, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Cholecystitis and Myocarditis.....	500.00	Charles H. Johansen and Olena Johansen, beneficiaries, death claim of Iver Johansen, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Apoplexy.....	800.00
C. C. Ferguson, financial secretary of Div. No. 694, for beneficiary, death claim of J. S. Thompson, deceased, late member of Div. No. 694, San Antonio, Texas; cause, Chronic Interstitial Nephritis.....	600.00	Abe L. Spradling, financial secretary-treasurer of Div. No. 627, for funeral, nursing and other expenses, death claim of Walter Hanners, deceased, late member of Div. No. 627, Cincinnati, Ohio; cause, Organic Heart Disease.....	700.00
Mrs. Mildred Boles, beneficiary, death claim of Albert S. Boles, deceased, late member of Div. No. 907, Springfield, Ill.; cause, Cancer of Stomach and Liver.....	250.00	Mrs. Clara Chidester, beneficiary, death claim of Samuel Chidester, deceased, late member of Div. No. 627, Cincinnati, Ohio; cause, Acute Myocardial Insufficiency, Septicemia, Nephritic and Prostatic Abscess.....	800.00
Mrs. Alice Schmidt, beneficiary, death claim of Henry D. Schmidt, deceased, late member of Div. No. 757, Portland, Oregon; cause, Lobar Pneumonia.....	100.00	H. F. Bowker, financial secretary of Div. No. 312, for beneficiary, death claim of Daniel Snyder, deceased, late member of Div. No. 312, Davenport, Iowa; cause, Valvular Heart Disease.....	800.00
Laura Anderson, beneficiary, death claim of Peter M. Anderson, deceased, late member of Division No. 847, St. Joseph, Mo.; cause, Arterio Sclerosis.....	100.00	Mrs. Nora Reynolds, beneficiary, death claim of Thomas H. Reynolds, deceased, late member of Div. No. 589, Boston, Mass.; cause, Mitral Insufficiency and Coronary Sclerosis.....	800.00
Mrs. Thomas E. Robinson, beneficiary, death claim of Thomas E. Robinson, deceased, late member of Div. No. 113, Toronto, Ont.; cause, Heart Failure and Diabetes.....	50.00	Julia Catherine O'Brien, beneficiary, death claim of Patrick O'Brien, deceased, late member of Div. No. 174, Fall River, Mass.; cause, Chronic Interstitial Nephritis and Cerebral Hemorrhage.....	800.00
George B. Chase, beneficiary, death claim of George F. Chase, deceased, late member of Div. No. 174, Fall River, Mass.; cause, Heart Disease.....	800.00	Mrs. Florence Chrośniak, beneficiary, death claim of John N. Chrośniak, deceased, late member of Div. No. 623, Buffalo, N. Y.; cause, Gunshot wounds of heart, lung and liver—Homicide; killed while on strike.....	250.00
Irene Hurley, beneficiary, death claim of Cornelius J. Hurley, deceased, late member of Div. No. 448, Springfield, Mass.; cause, Compound fracture of femur and trauma to abdomen, being accidentally struck by automobile.....	800.00	Mrs. Harry W. Woodbury, beneficiary, death claim of Harry W. Woodbury, deceased, late member of Div. No. 623, Buffalo, N. Y.; cause, Pulmonary Tuberculosis.....	250.00
Disability Benefits		Frances Scalia Sinare, beneficiary, death claim of Louis Sinare, deceased, late member of Div. No. 282, Rochester, N. Y.; cause, Cholecystitis and Abscess of Liver.....	700.00
James Bailey, member of Div. No. 113, Toronto, Ont.; cause, Head-on collision between cars, causing leg to be amputated four inches below the knee.....	500.00	Mrs. Pearl Stannett, beneficiary, death claim of J. W. Stannett, deceased, late Member at Large, Detroit, Mich.; cause, Hemiplegia.....	800.00
Elwood R. Noble, member of Div. No. 103, Wheeling, West Va.; cause, Three separate accidents from operating cars on steep grades and the result of shocks therefrom; injury to back and loss of use of lower extremities.....	800.00	Mrs. Dora Granger, beneficiary, death claim of William P. Granger, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Pernicious Anaemia and Intestinal Tuberculosis.....	800.00
Dea Quinnell, member of Div. No. 833, Preston, Ont.; cause, Right leg fractured in five places, caused by pole falling while loading poles on car.....	100.00	Mrs. Catherine Colgan, beneficiary, death claim of Joseph C. Colgan, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Cerebral Hemorrhage.....	800.00
Old Age Benefits		Mrs. Elizabeth Goldbright, beneficiary, death claim of Charles L. Goldwait, (Goldbright), deceased, late member of Div. No. 308, Chicago, Ill.; cause, Chronic Interstitial Nephritis.....	800.00
Adelbert S. Andrews, member of Div. No. 241, Chicago, Ill.....	800.00	Mrs. Michael V. Gilligan, beneficiary, death claim of Michael V. Gilligan, deceased, late member of Div. No. 329, Dubuque, Iowa; cause, Toxemia and Suffocation, also Carcinoma of Tongue.....	500.00
John B. Kinsella, member of Div. No. 241, Chicago, Ill.....	800.00	Mrs. Charles E. Herthneck, beneficiary, death claim of Charles E. Herthneck, deceased, late member of Div. No. 268, Cleveland, Ohio; cause, Apoplexy due to high blood pressure.....	800.00
James Landrigan, member of Div. No. 241, Chicago, Ill.....	800.00	Mrs. Peter D. O'Neill, beneficiary, death claim of Peter D. O'Neill, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Asphyxiation due to drowning in Lake Michigan while deranged—suicide.....	250.00
Patrick Moore, member of Div. No. 241, Chicago, Ill.....	800.00	Mrs. Josephine Anderson, beneficiary, death claim of August Anderson, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Uremia following Chronic Nephritis.....	800.00
Andrew A. Cory, member of Div. No. 241, Chicago, Ill.....	800.00	Mrs. Elizabeth Guno, beneficiary, death claim of Napoleon Guno, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Lobar Pneumonia.....	150.00
John Doyl, member of Division No. 241, Chicago, Ill.....	800.00		
Frank E. Lee, member of Div. No. 241, Chicago, Ill.....	800.00		
John Gage, member of Div. No. 241, Chicago, Ill.....	800.00		
Edwin Fay George, member of Div. No. 240, Chelsea, Mass.....	800.00		
John R. Williams, member of Div. No. 241, Chicago, Ill.....	800.00		
William J. Johnston, member of Div. No. 241, Chicago, Ill.....	800.00		
Charles Krebs, member of Div. No. 241, Chicago, Ill.....	800.00		
James P. Anderson, member of Div. No. 192, Oakland, Calif.....	800.00		
Total.....	\$46,650.00		

Disbursements from the Death, Disability and Old Age Benefit Fund during the month of October, 1922, were made to beneficiaries on claims as follows:

Death Benefits

Mrs. Margaret McNealy, beneficiary, death

Mrs. Gertrude Stateman, beneficiary, death claim of Fred N. Stateman, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Embolism of Brain.....	150.00
Mrs. Reka Minke, beneficiary, death claim of George Minke, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Pulmonary Tuberculosis.....	800.00
Mrs. Martha Miller, beneficiary, death claim of William Miller, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Tabes Dorsalis.....	800.00
Mrs. Lottie J. Sackett, beneficiary, death claim of N. P. Sackett, deceased, late member of Div. No. 807, Omaha, Neb.; cause, Chronic Myocarditis.....	100.00
Mrs. Mary E. Taylor, beneficiary, death claim of Richard E. Taylor, deceased, late member of Div. No. 240, Chelsea, Mass.; cause, Chronic Nephritis Hypertension.....	800.00
Louis Vansago, Administrator of estate of deceased, for beneficiary, death claim of Elwood C. Whitney, deceased, late member of Div. No. 807, Omaha, Neb.; cause, Cancer of Lip.....	150.00
Mrs. Sophie Turek, beneficiary, death claim of George M. Turek, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Pulmonary Tuberculosis.....	100.00
S. L. Barnett, beneficiary, death claim of Dorsey L. Barnett, deceased, late member of Div. No. 759, Lima, Ohio; cause, Tuberculosis.....	150.00
Mrs. Margaret C. Richey, beneficiary, death claim of Felix Richey, deceased, late member of Div. No. 537, Holyoke, Mass.; cause, Typhoid Fever and Cerebral Embolism.....	800.00
Mrs. Ambrose Cox, beneficiary, death claim of Ambrose Cox, deceased, late member of Div. No. 256, Sacramento, Calif.; cause, Carcinoma of Rectum.....	150.00
James F. Horne, beneficiary, death claim of Anna M. Horne, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Chronic Myocarditis and Chronic Endocarditis.....	250.00
C. J. Stevens, financial secretary and treasurer of Div. No. 583, to apply on funeral expenses, death claim of George Davidson, deceased, late member of Div. No. 583, Calgary, Alberta; cause, Hemorrhage of the Lung.....	150.00
Mrs. W. S. Stewart, beneficiary, death claim of W. S. Stewart, deceased, late member of Div. No. 725, Birmingham, Ala.; cause, Cerebral Hemorrhage.....	600.00
Mrs. H. C. Allen, beneficiary, death claim of H. C. Allen, deceased, late member of Div. No. 725, Birmingham, Ala.; cause, Mitral Regurgitation and Apoplexy.....	500.00
Bertha Elizabeth Flechs, beneficiary, death claim of Oscar O. H. Flechs, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Accident—Shock and injuries due to being struck and crushed against his street car by another car.....	100.00
William C. Hogel, beneficiary, death claim of William F. Hogel, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Chronic Endocarditis.....	800.00
Mrs. Mary A. Raibe, beneficiary, death claim of Peter Raibe, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, Acute Endocarditis.....	800.00
Elizabeth Bertholf, beneficiary, death claim of W. W. Bertholf, deceased, late member of Div. No. 441, Des Moines, Iowa; cause, Endocarditis (Acute Cardiac Dilatation).....	800.00
Wm. S. McClenathan, secretary-treasurer of Div. No. 308, for applying on funeral expenses, death claim of Huddart B. Bagley, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Carcinoma of the Bladder.....	100.00
Mrs. M. Gertrude Queenan, beneficiary, death claim of Charles J. Queenan, deceased, late member of Div. No. 589, Boston, Mass.; cause, Renal Tuberculosis.....	250.00
Mrs. T. A. Campbell, beneficiary, death claim of T. A. Campbell, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Pulmonary Tuberculosis.....	250.00
Peter Pokornowski, beneficiary, death claim of Jack Schaefer, Alias Kasimiers Pokornowski, deceased, late member of Div. No. 623, Buffalo, N. Y.; cause, Chronic Pulmonary Tuberculosis.....	400.00
Rose C. Tournay, Administratrix of estate of deceased, for beneficiary, death claim of Fred Snyder, deceased, late member of Div. No. 194, New Orleans, La.; cause, Pulmonary Tuberculosis.....	400.00
Mrs. Annette J. Martinez, beneficiary, death claim of John Martinez, deceased, late member of Div. No. 194, New Orleans, La.; cause, Angina Pectoris.....	800.00
Irma Bratten Reeder, beneficiary, death claim of J. A. Reeder, deceased, late member of Div. No. 382, Salt Lake City, Utah; cause, Embolism of superior mesenteric artery, causing Gangrene of small intestine.....	800.00
Mrs. Blanche Monts Jr., beneficiary, death claim of J. Monts Jr., deceased, late member of Div. No. 194, New Orleans, La.; cause, Acute Nephritis and Endocarditis.....	800.00
Elizabeth Z. O'Keefe, power of attorney for beneficiaries, death claim of John O'Keefe, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Pulmonary Tuberculosis.....	800.00
William Taber, financial secretary and treasurer of Div. No. 241, for beneficiaries, death claim of William H. Feldkirchner, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Chronic Nephritis and Myocarditis.....	800.00
William Taber, financial secretary and treasurer of Div. No. 241, for beneficiaries, death claim of Frederick Lomax, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Uremic Coma and Chronic Nephritis.....	800.00
Mrs. Nettie McNeal, beneficiary, death claim of William M. McNeal, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Organic Heart Disease.....	800.00
Margaret F. Kelley, beneficiary, death claim of Henry F. Kelley, deceased, late member of Div. No. 265, San Jose, Calif.; cause, Angina Pectoris and Arterio Sclerosis.....	800.00
Cora Mansfield, beneficiary, death claim of Joseph Mansfield, deceased, late member of Div. No. 251, Worcester, Mass.; cause, Kidney Trouble.....	800.00
Eva Cove, beneficiary, death claim of Joseph Cove, deceased, late member of Div. No. 22, Worcester, Mass.; cause, Cardiac renal disease.....	800.00
Victoria Trabucco, beneficiary, death claim of John Trabucco, deceased, late member of Div. No. 589, Boston, Mass.; cause, Carcinoma.....	100.00
Wm. S. McClenathan, secretary-treasurer of Div. No. 308, for beneficiary, death claim of Christian Thauer, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Arterio Sclerosis complicated by Angina Pectoris.....	700.00
Mrs. Margarette Quinn, beneficiary, death claim of L. J. Quinn, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Chronic Myocarditis and Chronic Interstitial Nephritis.....	800.00
C. P. Cook, financial secretary and treasurer of Div. No. 416, for beneficiary, death claim of Harlan Hotchkies, deceased, late member of Div. No. 416, Peoria, Ill.; cause, Pernicious Anemia.....	800.00
Mrs. Joseph Guertin, beneficiary, death claim of Emile Guertin, deceased, late member of Div. No. 790, Montreal, Quebec; cause, Typhoid Fever with Perforation of the Intestines.....	400.00
Mrs. Julia A. Jay, Guardian of minor children, the beneficiaries, death claim of Edward Martin, deceased, late member of Div. No. 589, Boston, Mass.; cause, Gas Bacillus Infection, following injury when ten ton steam shovel crushed foot.....	250.00
Mrs. Mary F. Leonard, beneficiary, death claim of John F. Leonard, deceased, late member of Div. No. 589, Boston, Mass.; cause, Accident—Crushing injuries (partial decapitation) caused by being struck by an electric railway train.....	800.00
Mrs. Emily Singer, beneficiary, death claim of Conrad Singer, deceased, late member of Div. No. 623, Buffalo, N. Y.; cause, Chronic Diffuse Nephritis.....	800.00
Mrs. Irma Freyman, beneficiary, death claim of L. F. Freyman, deceased, late member of Div. No. 517, Gary, Ind.; cause, Chronic Endocarditis and Myocarditis.....	800.00
Tom Dandurand, member of Div. No. 611, Kankakee, Ill.; cause, Struck by auto while putting on trolley necessitating amputation of right leg four inches below the knee.....	800.00

Thomas Prendergast, member of Div. No. 381 Butte, Mont.; cause, Accident—Head-on collision with two one-man cars, which caused a crushed foot, necessitating ampu- tation of half the right foot, and other in- juries.....	600.00
James Hurley, member of Div. No. 589, Bos- ton, Mass.; cause, While working in the pits at Car Station, ordered to move some journal boxes weight about 80 lbs. each, and in lifting same, caused rupture in abdomen.....	800.00
Charles Weeks, member of Div. No. 113, Toronto, cause, Falling on the ice, breaking his hip while at work as Shedman.....	75.00
Cornelius Toomey, member of Div. No. 132, Troy, N. Y., cause, Stroke of Paralysis caused by being on duty during strike of the Division.....	800.00
Old Age Benefit	
Thomas Slavin, member of Div. No. 253, Quincy, Mass.....	\$800.00
H. J. Lemunyan, Member at Large, Detroit, Mich.....	800.00
R. F. Pollard, member of Div. No. 113, Toronto, Ont.....	800.00
George Karlne, member of Div. No. 282, Rochester, N. Y.....	800.00
John A. Hutchinson, member of Div. No. 282, Rochester, N. Y.....	800.00
Benjamin Mancher Inman, member of Div. No. 265, San Jose, Calif.....	800.00
Harry C. Elmer, member of Div. No. 281, New Haven, Conn.....	800.00
Henry Ahlers, member of Div. No. 265, San Jose, Calif.....	800.00
Cornelius Benson Suydam, member of Div. No. 132, Troy, N. Y.....	800.00
James J. Toomey, member of Div. No. 240, Chelsea, Mass.....	800.00
Total.....	\$47,225.00

IN MEMORIAM

By Div. No. 563, Lansing, Mich.

Brother Kenneth Shire passed away at the home of his parents at St. Joseph, Michigan on December 3rd, 1922, after an illness of about two months.

Brother Shire was a World War Veteran and was gassed while in France which caused defects from which his last illness developed. A little over a year ago, he started to work for the Michigan United Railway as motorman and on November 1st, became a member of Local Division 563, and later assumed the duties of Night Cashier but still carried his card in the Local.

Whereas, Almighty God in His infinite wisdom has seen fit to remove from our midst, our beloved brother; therefore, be it

Resolved, That we, as Members of Division 563 A. A. of S. and E. R. E. of A., extend to the bereaved parents and relatives of our brother, our sincere sympathy in their dark hour of affliction and commit to the kindly consolation of Him, who doeth all things well and knoweth best; and, be it further

Resolved, That as a tribute to the memory of our departed brother, the Division Charter be draped for a period of thirty days as a token of respect and that copies of these resolutions be transmitted to the bereaved parents, placed on our records, and published in the MOTORMAN AND CONDUCTOR, also in the Industrial News.

Dec. 18.

C. W. GREGORY, President.
WM. SCHNEIDER, Vice-Pres.
C. G. FREELAND, Secretary.
A. SCOTT, Correspondent.

By Div. No. 836, Grand Rapids, Mich.

Whereas, It has pleased the Almighty God, the Supreme Ruler, to remove from our midst, our late Brother Schneider, who held the respect of all who knew him—a good, loyal brother. We know words cannot alleviate the grief and sorrow of those who knew and loved him; yet, be it

Resolved, That we assembled in this regular meeting of Division No. 836, Amalgamated Association, extend our heartfelt sympathy to the sorrowing widow and loved ones of our late brother.

Resolved, That the Charter of Division No. 836 be draped in mourning for a period of thirty days, as a tribute of our respect, and that copies of these resolutions be sent to the bereaved family and that the resolutions be published in the MOTORMAN AND CONDUCTOR and also that they be entered upon the minutes of this meeting.

Adopted by Division No. 836, A. A. of S. and E. R. E. of A., December 17, 1922.

Attest: CLAUD W. FISHER,
E. L. JOHNSON, President.
Secretary.

By Div. No. 425, Hartford, Conn.

Whereas, It has pleased Almighty God, to remove from us by sudden death, our brother, George Martin Rempp; thereby once again bringing to our minds the uncertainty of life and the certainty of death; and

Whereas, Our late Brother Rempp, was a loyal member of our Organization, beloved by all who knew him, a good citizen, a good union man, loyal at all times to his Organization and willing to work for the good and welfare of his fellow workmen; therefore, be it

Resolved, That Division 425 deplores the loss of Brother Rempp and desires to extend to the family of our late brother, its sympathy in this, their hour of loss and bitter grief; that these resolutions be spread upon the records of the Division; that a copy be sent to the family of our late brother; that a copy be sent to our Official Organ, the MOTORMAN AND CONDUCTOR, for publication therein; and that as a further mark of respect, our charter be draped in mourning for a period of thirty days.

Dec. 4.

JOHN J. KENNEY,
RICHARD THOMAS SKRHAN,
PHILLIP J. JOYCE,
Committee on Resolutions.

By Div. No. 717, Manchester, N. H.

Whereas, God in His infinite wisdom has seen fit to remove from our midst, our loyal Brother Albert Brown, in whose death we have lost a true and worthy member, and while we know that words cannot lessen the grief of the bereaved family, we feel it will be a consolation for them to know that the brother workers of deceased offer their heartfelt sympathy in this hour of sorrow; therefore, be it

Resolved, That we, the members of Division No. 717 extend our heartfelt sympathy and consolation to the family of our late brother Albert Brown, and be it further

Resolved, That copies of these resolutions be spread upon the Minutes of this meeting; that a copy be sent to the family of our worthy brother, and that the resolutions be published in the MOTORMAN AND CONDUCTOR.

THOS. J. CONWAY,
JOHN GRACE,
ROUEL LOISELLE.

By Div. No. 519, La Crosse, Wis.

Whereas, Our Heavenly Father has seen fit to remove from our midst, Brother Louis Happel; and

Whereas, We bow in humble submission to Him who knoweth best, yet we feel that it will be consoling to his family to know that faithful friends and brothers extend to them, their deepest sympathy; therefore, be it

Resolved, That as a mark of respect for our departed brother, we drape our charter for a period of thirty days; a copy of these resolutions be sent to his family, published in the MOTORMAN AND CONDUCTOR, and entered upon the records of our Division.

Nov. 6, 1922.

PETER F. SIEGER, President.
CHAS. KANTER,
Rec. Secretary.

By Div. No. 568, Erie, Pa.

Whereas, Our Heavenly Father has seen fit to remove from our midst our beloved brother, William P. Reed, in whose death we have lost a true and loyal member, one who was always found on the side of his fellow workmen, and his family, a kind and loving husband and father; therefore, be it

Resolved, that we, the members of Division 568, A. A. of S. and E. R. E. of A. in regular meeting assembled, extend to the bereaved family, our heartfelt sympathy, in this their said hour of affliction, yet we feel it will be some consolation for them to know that faithful friends and brothers are sharing the loss with them; and, be it further

Resolved, That as a tribute to the memory of our departed brother, our charter be draped for thirty days, and that copies of these resolutions be sent to the bereaved family, spread on the minutes of this meeting, and sent to the MOTORMAN AND CONDUCTOR for publication.

November 6, 1922.

HARRY SOLOMON,
Business Agent.

Edited by Local Division Correspondents



DICK HELMAN

BROTHER RICHARD HELMAN,
Member of Old Div. No. 497, Pittsburg,
Kansas

Brother Helman was elected Sheriff of Cherokee County at the November election and takes up the duties of his office Jan. 1. Brother Helman is the fourth of the members of the Amalgamated Association reported to the General Office who will be officiating as Sheriff of their respective Counties after Jan. 1, 1923. Brother Helman is one of three members of the Kansas Local elected to County offices at the recent election.

RE-ELECT OLD OFFICERS

West Hoboken, N. J.—The result of our recent election shows our membership to have been well satisfied with the way the affairs of Division No. 820 were conducted during the year 1922. Practically all active members of our Board of Officers were re-elected without opposition. The officers are as follows: President, A. Nelson; vice-president, W. G. McArthur; recording secretary, Wm. J. Ettrick; financial secretary, E. C. Miller; treasurer, John Dihm; executive board, A. Nelson, Walter Jones, Albert Viber, Wm. Vogt, Albert Shean; central labor union delegates, Wm. J. Ettrick, W. G. McArthur; Trustees, J. Ernie, R. Hommel, P. Fisher; warden, E. Collins; sentinel, A. Gadino.

Now, boys, let's get together and give this staff of officers the support necessary to carry this organization through the year 1923 in a most creditable manner and if possible outstrip the history of the year 1922. This can be done by hearty co-operation and that is within our power.

Let us keep an eye upon agreement time, that we may even improve, if possible, the present wages and working conditions. Bear in mind this cannot be done, except through the trainmen making this property such a success that there can be no avoiding advantages being specified in our August agreement. Let us remember that good work on the cars, agreeable accommodations to the public and proper returns to the company are elements contained in

agreement work, and agreement work begins on the first day of January. It is laying the foundation. The stronger the foundation the better the agreement.

We are pleased to see President Nelson returned as our Chief Executive. His work in the past year has been splendid. Under him our organization has been a success. It bespeaks success for the New Year.

The masked and civic ball held by Division No. 820 on Armistice Day was the greatest financial affair the Local has ever run. There were at least 1,500 people present and they all hugely enjoyed themselves. Brothers Jones and Shopman were busy caring for the people. Our Motto in such matters is: "It Pays to Advertise." Brothers McArthur, Ettrick and Clark, respectively chairman, secretary and treasurer of the committee, were floor managers and devoted considerable time to this successful affair. Brothers Hepple, Spack and Morton received justified praise for the ads they gathered. They sure were hustlers.

Brothers Hommel and Ettrick, with the assistance of the Central Labor Union Municipal Committee, gained a point on the jitney bus drivers in appearing before and placing their troubles with the mayor. President Mulcahey of Division No. 821 was with us. His Honor Mayor Hague of Jersey City gave us reasonable attention and then instructed his Commissioner and Chief of Police to see that the trainmen get a square deal. The understanding is that any trainman who is being blocked or dragged by one of these busses will take the buss and license numbers and turn them over to our Division Supervisor. He will place these complaints before the Mayor and action will be taken that will eliminate this means of delay. This will help some. But the citizens of the communities which we serve would be better served if these jitneys were wiped out entirely. The authorities don't seem to understand that the cream taken by jitneys has the tendency to lower the standard of service that the company is able to supply, and also increase the rates of fare.

Let's hear something from the boys of Hoboken, Secaucus and West New York at our next meeting. Let's get better acquainted. Let's cut out the stove committee work at the car houses and attend our meetings, particularly on meeting nights. It will spell success.

Brother Frobel recently had one of these jazzy trolley poles. It caused him considerable annoyance. He finally charged his motorman, Brother Reilly: "Vot is the matter mit you always? You pull the wire away from the pole. Don't shake the car and the wire will stay mit the pole." He should have sent a message into the shop for them to grease the trolley stand.

Brother Chas. Braun is becoming expert on the saxophone. His neighbors are congratulating him.

Brother B. R. Drew is shining up a little. He is attracting attention of the fair ones.

Brother Schelpets, the Wally Reid of Wallington, is cleaning the junk out of his aristocratic little town, expecting to make it spotless. They may make him mayor.

Brother Hearn takes days off to pump water from his cellar.

Brother Schwartz is preparing for a trip to "Yermany." He has the word that they have the good oldtime brew over there. Don't forget the boys back home, Schwartz.

Brother Skipper Anderson does his fishing in Fulton market. Take his fishing stories with a grain of salt.

Make it a point to attend at least one meeting each month and bring a member with you.

The officers of Division No. 820 extend Seasons Greetings to all.

—ETT.

DIABETES Sugar Disease

No matter how long or severe or what treatment you have taken, send for booklet describing the Dia-Se-Ton Treatment for Diabetes, used successfully at home in thousands of cases, many of which were considered incurable. Highly recommended by grateful sufferers and eminent physicians. Postal will bring booklet. Write today.

BAUER PHARMACAL CO.

821 W. Chicago Avenue Dept. F34 Chicago, Ill.

COMPANY EXTENDED GREETINGS

Montgomery, Ala.—Division No. 763 is progressing very smoothly. Each one is doing his share and not waiting for the other fellow to begin something. All brothers are invited and expected downtown at the meetings held twice each month—the second and fourth Fridays.

We have renewed our agreement with the company. In it we have held our last year's wage scale. Ours is a so-called closed shop agreement. There is one individual, however, who continues out of the organization. He was out of the organization when the agreement was made and it does not apply to him. You can imagine the mental processes of this one particular individual. It isn't necessary here to describe him. All men entering the service enter on a 30 days probation, at the expiration of which they join the Association. We have some men on probation at the present time but there will be no question about their membership when the period has expired in the event that they make good as railway men, and they appear to be making good.

At our last regular meeting in December we elected officers for the year 1923. Many of the old officers were re-elected. We are pleased also to report that those who are retiring from office were faithful and diligent and are entitled to and have the thanks and appreciation of all of the members.

The Saturday before Christmas, at a meeting held in the Club Room in the Company's office building, Mr. Irelan, receiver of the street railway department gave us an interesting talk on the accomplishments of the street car department during the past year. He warmly praised our co-operation and asked for its continuation. He then presented each one of us with a fine turkey as a Christmas present. We were previously aware of the intention of the company and we purchased each of the officials of our company a Christmas present, which we presented to them after extending our thanks for their kindly expression. We presented our gifts with a resolution adopted at the regular meeting of our Local setting forth our appreciation of their efforts to co-operate with us and wishing them a Merry Christmas and a Happy New Year.

We extend best wishes to each Local of the Amalgamated Association.

—763.

INTERESTED IN EAST LIVERPOOL STRUGGLE

Pittsburgh, Pa.—Division No. 85 held her annual election Tuesday, December 12. The result, electing officers for the year 1923, was as follows: President, David Finlay; first vice-president, O. E. Turner; second vice-president, C. M. Williams; recording secretary, T. W. Coleman; Warden, Michael Martin; conductor, Jos Wilbert; business agent, John L. Nelson; delegates to the Iron City Trades Council, P. J. McGrath, J. L. Nelson, John C. Sorgen, P. J. Ward; delegates to the State Federation of Labor, David Poland, John C. Day, David Finlay, Thos. Healey, P. J. McGrath, Michael Martin; executive board, J. Younginger, O. E. Turner, P. J. Ward, W. F. Nelson, Milo Scott, Fred Rensiehausen, J. F. Ahsemer, John W. Watkins, M. J. O'Connor, G. C. Hagerthey, T. W. Coleman, Carl D. McGrew, T. M. Becktle, John Flynn, Jos. Paskey, J. T. Sullivan, L. A. Raymond, Edward S. Michner, Geo. T. Hallan, Morris S. Hager.

At the election there were two tie votes. The first was that of Brothers G. C. Hagerthey and J. F. Ahsemer as fifth delegate to the Iron City Trades Council. The other tie vote was for Board Member at the Highland Station, where Brothers T. M. Becktle and former president, J. Nash tied. It is likely that there will be another election at the Highland Ave. Barn to determine upon the Board Member from that Barn. In the meantime, former President Nash will continue as Board Member until his successor is elected. Also the question of fifth delegate to the Iron City Trades and Labor Council will be determined upon in some manner.

Monday evening was held a meeting of the Beaver Valley Branch of Division No. 85 at New Brighton. This meeting was attended by Business Agent John L. Nelson and Executive Board Member S. Hager. While the meeting was enthusiastic, it could have been better attended. The Beaver Valley Branch is reported by Business Agent Nelson to be in a prosperous condition.

G. E. B. Member Wm. F. Welch recently passed through the city and visited the Headquarters where he explained to Secretary-Treas. McGrath the lock-out situation at E. Liverpool.

Division No. 85 is much interested in the struggle

of the E. Liverpool boys, as the line upon which they are locked out connects with the Beaver Valley Branch of the properties upon which are employed the members of the Pittsburgh Local. Besides it is one of the oldest organizations in the association. Board Member Welch recommended that some assistance be rendered by Division No. 85 to Division No. 52 in the way of assisting the Local in caring for the transportation problem pending the period that they are protesting the lockout instituted by the E. Liverpool Company. Board Member Welch reports that the members of Division No. 52 have been locked out since May 1 and that they are standing firm and purpose to continue their protest until the Local is restored with proper recognition.

There were spirited contests in our recent election. However, those who were defeated generally were men who would have well served the organization had they been elected, so that the Local could not have gone amiss very much whomever might have been elected from among the candidates in the field. Brother Nelson, whose service as Business Agent presents a record of devotion and accomplishments, had opposing him Brother Thomas, one of the most able and devoted members of the Local, who has long served on committees and whose experience well fitted him. He received a highly complimentary vote, although Brother Nelson received a majority of some 400.

Brother Finlay for president was opposed by Brother McClelland both very fit men for the position. Brother Finlay was re-elected by approximately 400 votes. Brother Coleman, for recording secretary, was opposed by Brother Ripple. His majority was slightly less than the other two.

Division No. 85 is progressing, which shows that its affairs are being very properly directed. Secretary-treasurer P. J. McGrath has held this position for many years. It is a specially important position within any Local. Not only has Brother McGrath directed the affairs of his branch in the highest spirit of integrity, but he has succeeded in accumulating funds to the Association showing the proper watch over this end of the Local. He has also had not a little to do in the advisement of the Local's affairs, generally. The record of this office has been much to the credit of the Association. However, this office is eliminated from the ordinary Division politics by being elective at a special election, at a time which fixes the term of the office from July 1 to July 1. Thus his office was not involved in the recent election.

—REX.

COMPANY MADE CHRISTMAS GIFTS

Mansfield, Ohio.—Division No. 389 is able to report that the best meeting for the year 1922 was held on December 30. Fifty per cent of the members were present and all present were full of pep.

Brother P. W. Hoover, after seven consecutive years as president, has retired from that position. For the year 1923, Brother Geo. Kurtz, our old, tried, true and trusted member will handle the gavel. We know he will be a creditable successor to Brother Hoover, because he has a good head and a fine heart. Let's go, George.

We've heard of people having nearly everything after eating too much. Now comes Brother Wheeler who declares he drove stage horses in his sleep and that they became frightened at a long necked animal by the side of the road and ran away. Brother Wheeler awoke as the long necked animal approached him with yawning mouth, after he was thrown from the stage coach, that he declares could have engulfed the largest apartment house in Mansfield.

Our Executive Board remains the same for 1923 in personnel as in 1922, except that retiring president Hoover takes the place of Brother Wigton. The Board is now comprised of Brothers Hoover, Whisler, Curtin, Newville and Kurtz.

All but three of our members purchased a Buffalo greeting button. That was a fair percentage. We expect the other three will take theirs as the convenience to them arises.

Our company has installed a new official. We do not yet know his official capacity. But we all seem to like him so far. We trust he will be as good as those we have dealt with heretofore.

Our brothers met a pleasant surprise when our company gave each of us a check for \$2.50 as a Christmas greeting. We surely appreciated it and had use for it.

Local 389 extends to the Association in general best wishes for a successful New Year and hope our Editor will be able to allot us more space for our letters during that year.

BROTHER CONWAY POLITICALLY PROMOTED

Manchester, N. H.—We want the readers of the M. & C. to know of the success of Division No. 717 in the political field. All of our members who ran for office were elected by big majorities. Brother Conway carried the election for Governor's Council by a landslide. It was Brother Conway's labor record in the Senate and his popularity with the people, together with the manner in which he has kept his pre-election pledges in the past, that carried him to victory against candidates backed by finance, and the big machinery of the state. We of Division No. 717 feel that Brother Conway achieved much honor himself and it reflects to the credit of the Local that supported him to a man in his campaign. Of course he recognizes that the Local is entitled to much credit for his success and he asks your correspondent to extend through the M. & C. to each and every member, his sincere thanks and best wishes.

It is with sorrow that we announce the recent death of Brother Albert Brown. He was one of the oldest employees of our company and a staunch member of our Local. Our Superintendent, Mr. Kendrigan paid him high tribute on his monthly bulletin, in which he asked every man to study the life of our late brother and model their career's accordingly. He mentioned his loyalty to the union and the company, and his fine standing in the community as a citizen.

We have elected nearly all of the old officers to serve for 1923. The lack of contestants at the election was not due to a lack of interest. It was a general expression of satisfaction with the manner in which our officers have conducted their duties in the past.

Out Local's Bowling Team is giving other teams of the league a merry chase for first place. This is due to the pin smashing abilities of Brothers Lyons, Egan, Byrnes, Marston and McAvoy, together with the faultless coaching of Brother Orr, Capt. and Manager of the Team.

Your retiring Correspondent wishes success to the newly elected Correspondent, Brother McIntyre. Your Correspondent knows that without a half effort he will be able to make these articles more interesting.

—717.

NEW YEAR OFFICERS

Peoria, Ill.—The election of officers by Division No. 416 occurred December 20 with the results as follow: President, Elmer Collier; first vice-president, E. O. Brooks; second vice-president, S. J. Fitzpatrick; recording secretary, Robt. Hoyt; financial secretary, O. E. White; conductor, A. J. Kenaga; warden, Chas. Davis; sentries, Joe Brown and E. C. Kensinger; correspondent, S. J. Fitzpatrick; delegates to the Trades Assembly, H. Culver and Lawrence Lulay; executive board, Elmer Collier, Joe Scott, Wm. Cunefer, Henry Culver, John Mueller, Otto C. Bong and Lawrence Lulay. By virtue of their office, President Collier and Vice-President Brooks will also serve as delegates to the Trades Assembly.

In our election of officers the most vigorous contest was between candidates for financial-secretary-treasurer. Brothers Frank Leach and O. E. White, both 100 per cent workers for Division No. 416, where the contestants, Division No. 416 could not have lost by electing either of them. Brother White, the successful contestant has been an excellent member of the Sick Committee. Brother Leach is also an able worker in the cause of the uplift of his fellow man. He did good work as chairman of our annual dance committee and turned in some larger amounts of money to our treasury than his predecessors. Brother White will make a worthy successor to Brother P. C. Cook, who is a chiropractor and finds plenty of work restoring to health and vigor the many brothers and friends who call on him daily.

We have elected a bunch of good men on our executive board. Our president, with his side partner, Brother Henry Culver, has led in several hard fought struggles in the good old days.

Brother John Mueller replaces Brother Dave Checklin on the Board, Brother Checklin is now prospering in the grocery business.

Brother Joe Scott replaces Brother Fred Jackson, who will take a well earned rest, after serving two years as president and one year on the committee. He was formerly recording secretary, and delegate to the International Convention at Salt Lake City.

In our last issue it was reported that Brother Cromwell attended a darky convention. It was a Convention of the D. O. R. K., whatever that means. However, Brother Cromwell would have a

good time even at a darky convention.

Our annual open meeting, smoker and installation of officers was held January 3. As the year 1923 opens, it presents a condition in industry and in the affairs of organized labor that warrants the opinion that the so-called American Plan campaign of unfair employers did not meet with the success for which that bunch hoped.

President Collier, delegate to the State Federation of Labor, held in Rockford, Ill., made a splendid report from the convention at our December meeting. Labor did a good job along the line, of beating out the objectionable state constitution by a vote of five to one. At our meeting Brother Collier wore a red tie that he had obtained during the convention. He denies that it indicates a change of heart politically.

Brother J. C. Fountain has entered the farming business in Southern Ill.

For coal, see Brothers Dick Hall, A. McCoy, M. Wadsworth and Jim Boyd. For sick and accident insurance, see Brother Virgil Mounts of the Ill. Mutual Association, home office Jefferson Bldg. For home grown lettuce, see Brother Joe Brown. For celery, see Brother Brehmr. For strictly fresh eggs, call on Brother Frank Leach.

Brother Van Pappelendaan is taking instructions on radio work at Bradley College. He will assist any of the Brothers who desire to have a radio installed in their home.

Brother Leach is authority on playing "500." Brothers Costello and Reinier will do the rest.

Our sick benefit provision by which we pay \$5 per week benefits for sickness during 13 consecutive weeks in a year, took the place of Santa Claus this year. Brothers Don Cashen Paris and Elmer Sutton are deriving the full amount from our sick fund. Our dues are \$2 per month, 20 cents of which is for the sick benefit, and it is proving a benefit to the members of our Local who become sick. The proceeds of our annual ball, which will be held in Shrine Temple on St. Patrick's night, will enter the sick fund. Brother Leach is looking after it.

Let's fill the Hall from now on, as it is only four months when our new agreement comes up.

Brother Walter Marsh recently died from pneumonia at the age of 44. Burial was in Fort Madison, Iowa. Division No. 416 unites with a large circle of friends in extending sincere sympathy to the bereaved family.

Our local extends sincere sympathy to Brother Leek in the recent death of his father.

Your correspondent wishes to thank the brothers for their splendid resolutions tendering confidence and well wishes to the officers of our Local. We also extend best wishes for a happy and prosperous New Year to all Locals.

—S. G. F.

HOLD OLD WAGE RATES

Little Rock, Ark.—We had an attendance of about 100 members at the regular meeting of Division No. 704 held December 28. Applications for membership comprises those of Geo. Schoggen, Chas. Cook, H. W. Snodgrass, Thos. W. Waller, and former member Ben F. Green. Brothers Thos. Knotts, Chas. P. Koon and R. W. Rawland, the investigating committee, reported favorably on the applicants. President Howland gave the applicants the obligation and they are now full fledged members.

An official count showed that Division No. 704, at the recent election, elected officers as follows: President, W. W. Bean; vice-president, F. Lewis; financial secretary, Ed. Perryman; recording secretary, Roy Jones; warden, James Green; conductor, Elmer Hood; sentinel, Doc McKee; executive board, W. W. Bean, W. R. Howland, R. W. Rawland, W. W. Richards, Tom Wyrick; Jos. Haynie (Car Barn); Price and Yeary (N. L. R.); C. L. U. Delegates, W. W. Richards, Tom Wyrick, and W. W. Bean.

Brother W. W. Bean, wife and son, are spending the holidays at Russellville and Fayetteville. Brother Bean will also visit his parents in Missouri. Before leaving, he requested a little time for 1923, but the boys did not see fit to grant it as they elected him President and Executive Board Member, as well as delegate to the Trades Council.

President W. R. Howland, whom we elected to the executive board, but who on January 25 retires as president, will have concluded a most successful year in the affairs of our Local. We had very few grievances and no arbitrations. We also still maintain our former wage scale of from 46 cents to 51 cents per hour. We are pleased to hold this type of man on the official roster.

DEATH TAKES OLD MEMBERS

Galesburg, Ill.—At the official meeting of Division No. 515 held in December, election of officers for 1923 occurred. The officers elected were: President, J. E. Durbin; vice-president, F. B. Foster; recording secretary, N. N. Alters; financial secretary-treasurer, C. H. Cobb; corresponding secretary, F. H. Allison; warden, Geo. Angel; conductor, T. M. Vondrake; sentinel, W. L. Holt; executive board, J. E. Durbin, G. B. Johnson, F. J. Thurlby, E. U. Brown, H. S. Lucas, and C. H. Cobb.

Now, boys, we have a pretty good line up on our official roster. With the rest of us co-operating Division No. 515 should be able to rush the line for an objective goal. Let each of us help keep the ball rolling.

Christmas made business for our extra list. Even our emergency man, Brother Tanny worked a run, as also did Brother Hunnicutt.

A letter from Brother Richardson, read at our last meeting, shows that the blue grass yet grows in Kentucky. Come again Brother Richardson.

Is it not singular that the individual whom you most accommodate is generally the biggest kicker? Notice it, fellows?

Did you ever observe that there are those of the public who appear to think that a street car man isn't human? He seems to them a piece of machinery.

On a certain line in our little city we have a bunch of people who always complain of poor service, cars being late and a long time between cars. It seems that should those chronic kickers use their heads a bit, they would get better service. They always use their good old time in getting on and off. Now there are at least 15 stops on this particular line and the running time is 15 minutes from one end to the other. They wait until the car is nearly in front of their house, when they run out waving the car to stop. Then they take their time in getting to the car. This line crosses a railroad track, which causes lost time in the event that a freight train gets there first. I wonder if it is because we have given those people too much service that causes them to complain? Anyone who has ever run a Birney car, can imagine what our boys have to contend with here. It seems that if the public would only realize the type of cars we are operating they would direct their criticism along the proper channel. Those people and our company have arranged that these one-man cars shall be operated, and it is our duty to operate them with the most perfect safety possible. We are not expected to take chances to avoid bunching cars or make up for lost time imposed upon us by lack of the public having proper conception of the car rider's duty.

Brother Geo. H. Morrow met an untimely death recently by being run down by an automobile. Brother Morrow was born in Warren Co., Ill., September 2, 1866. He came to Galesburg fifteen years ago and entered the street railway service. A large circle of intimate friends were greatly shocked at his untimely death. Sincere sympathy is extended to the bereaved widow and children who survive him. The driver of the fatal automobile has not yet been discovered.

—515.

HOLIDAY BUSINESS GOOD

Saginaw, Mich.—Sub-Division No. 362 held her annual Election of officers December 19, with results as follows: President, W. W. Herrick; vice-president, Ed. Carpenter; secretary-treasurer, Roy Neesley; recording-secretary, Ward Hill; sentinel, Joe Donahue; warden, A. Knoblauch; executive board, W. W. Herrick, R. G. Parcell, Harry Spencer; joint advisory board member, R. G. Parcell.

At our election there were some close competitions. It was the first time we elected a full slate of officers and there was much interest. We are a branch of the Albion Local No. 362, but separated from the old group of that Local from the fact that the line upon which we work does not connect with the other lines. Therefore, we are a sub-division of the Albion Local, and have heretofore operated under the immediate direction of the officers of that Local, except that we had a separate executive board. We are now operating as though we were an independent local except that our reports are made through the Albion Branch. This sub-division has 44 members and we are 100 per cent organized.

Our Division certainly has had its share of the holiday business. But Grover Cahill has no protests to make against this. As a matter of fact, no note

us have. We are here for business and anxious to get all we can.

Brother Hertrick recently left his dinner pail at Third Avenue and some are wondering why.

Brother Suprenant is keeping them on time out of Bay City.

Brother A. Knoblauch has bought full interest in Trailer 60.

—Subs. 362.

ELECTED TO THIRD YEAR

Charleston, S. C.—Dec. 22 Div. No. 610 elected officers for the year 1923, as follows: President, Peter Bastian; vice-president, G. P. McClure; recording secretary, J. L. Yaun; financial secretary-treasurer, Wm. Pessier.

President Peter Bastian in January will enter his fifth term. He always worked for the best interests of the Local and the advancement of the Association. That is the reason he is repeatedly elected as Chief Director of the affairs of this Local.

Our financial secretary-treasurer, Brother Wm. Pessier has served in that position since April, 1918. He is entering on his fifth term. He is also a director of the Charleston Labor Temple.

Our wage scale at this writing is in the hands of the arbitrators. G. E. B. Member J. B. Lawson has worked with our Committee in presenting our case to the arbitration board. He left here to be home for Christmas.

The death of Brother C. A. Mims occurred Nov. 27, while on duty. He is survived by his widow, one son and a host of friends. Sincere sympathy is extended to the bereaved family.

Brother B. C. Driggers was recently late for his run but in time for a run on the Bradstreet Line. He says, "Never again, rain or shine."

Brother C. C. Moseley has no trouble in getting his supply of flowers each morning. He is on the Loop.

Last month we were successful in taking the shopmen into our Local. We tried for several years to get them. We heartily welcome them within our ranks.

Best wishes for a prosperous New Year.
—610.

OPERATING ONE LUNG CARS

Brantford, Ont.—We are still operating one lung cars.

Brother Ben Jackson is yet fixing the brushes, etc. Some popular mechanic.

Brother Huson has returned to the Terrace Hill run.

Brothers Alex Hoffman and Wm. Soper have returned from the sick list, to work.

Brother Skinny Lalley is our new Recording Secretary.

Brother Ruben Smith is touring on the Main Line. Some say we are plugging for Hill. Why not?

Walter and Charlie are authority that Sid is some electrician.

Benjamin and His Bus.

Benny drove a little bus, he kept it very neat,
He shined up all the brass work and dusted off the seat.

He loosened up a nut or two, his strategy can't be beat;

He keeps in sight with Pollard, the reason's plain to see,

And every time Red comes along sweet Benny bows his knee.

"Say, Wes, the bus needs fixing," is Benny's daily cry.

The way he sucks around the Duke, sure makes his work mates sigh.

Some day he'll get his medicine upon a red hot spoon,

He'll think a freight train struck him and knocked him through the moon.

Some say there is a reason for the love between the two.

I don't know what it is, say boys, does any one of you?

We have a spy within our bunch, who tells the boss what's trumf,

And although we have got a hunch we can't catch him on the jump.

It may be Bill, or Jack or Joe, it may be Fred or Jim,

It also might be Benny, we wonder is it him? But still he drives his little bus, and travels with his duster,

But when he gets those nuts up tight, the chump he goes and busts her.
—FAIRY.

HELD ANNUAL DANCE

Peterboro, Ont.—Division No. 622 held a regular meeting December 10. It was the last meeting of the closing year. At this meeting election of officers took place. Those elected for the year 1923 were: President, W. Sedgwick; vice-president, A. Robertson; recording secretary, H. Strong; financial secretary, G. Reynolds; treasurer, C. Morton; conductor, C. Andrews; warden, W. Whitworth; sentinel, Joe Dues; collector, R. H. Guthrie; executive board, W. Sedgwick, P. McGrath, L. Fry, W. Meredith; auditors, W. J. Young, W. Shea, A. Northy.

The attendance at our final meeting of 1922 comprised about one-half of our members. Much business was transacted. We held our annual dance January 12, 1923. It was the king over all past like events. We were pleased to see Brothers Doughty and Cruickshanks take interest in this event.

We are pleased to see the good condition in which Brother Armstrong is keeping the track.

Brother Matchett is again with us. We are also pleased to report that Brother Sanderson is again on the job after his recent illness.

We are pleased to see the pleasant smile on the countenance of our Superintendent these cold, chilly days. Business is flourishing and his geniality helps to warm things up.

The sister-in-law of Brother W. Shea recently passed to the Great Beyond. The family have our sincere sympathy.

There seems to be a race on between Brothers Gibson and O'Brien as to which will reach the matrimonial stage first. They are working hard on the home stretch. Of course the other units are interested.

Brothers Smith and Meredith are having some time to get in their winter coal.

Brothers Fry and Northey are gaining in avoirdupois while lying in the pines.

We haven't heard much lately of the one-man car. Possibly the power is off.

Brother Whitworth is out of quarantine.

—622.

CUPID CAUSED HAVOC

Alexandria, La.—Division No. 961 has elected and installed officers for the year 1923 as follows: President, W. Hicks; vice-president, E. Nolan; financial secretary-treasurer, Frans T. Sander.

Cupid has caused havoc among our younger members. Three marriages inside of three months is the record. That is going some. Brother E. Mertens was the first hit. Then followed Brothers R. Robinson and W. Hicks. Division No. 961 wishes all three brothers and their new life companions the best of health and success in the long years before them.

We hope our city commission will soon extend our street railway service here. It would have the effect of giving our night men a chance on day runs. Besides, the extended service would be appreciated by the public. However, every man is co-operating in making this system here a success.

No weather is too cold or nasty to keep Brother J. H. Boudry from duck hunting.

President Hicks at our last meeting, showed that he means business, and business it was. We hope it continues.

We are glad to see Brother W. R. Lawrence again at work.

It would require considerable persuasion to get the consent of Brother Robinson to take a night run. Doubling over, I am talking about. He is fond of being at home nights.

Brother H. Lamoine seems to think the belt cars are Chicago Limiteds with time hard to make.

It is common rumor that Brother W. A. Tiller has discovered an affinity and will soon join with Brothers Mertens, Robinson and Hicks.

—961.

CLOSING OLD YEAR

Des Moines, Ia.—We are now closing a chapter of the old year with that same spirit of unionism that has marked our activities since the institution of our Local. We have elected as president for the year 1923, Brother A. G. Schenk. He is one of the old timers with many credit marks for his untiring efforts as a motorman and member. He is loved by all of our boys and we bespeak for him a successful year.

Mrs. Nelson, wife of Brother Nelson is convalescing from a mishap she sustained at church in November.

Our new executive board for the year 1923 is:

Brothers John Donahue, Wm. Evans, H. McCord, James Grace and Gus Hague. We have every confidence in them. Their every act will mean much to the members of Division No. 441.

Brother Frost has attached a bell to his cash register. Each ring means "Thank You."

Brother Dowd's term of office as correspondent to the MOTORMAN AND CONDUCTOR expires with the Old Year. He extends thanks to the members for the assistance they have rendered in helping him to fill the position and urges the same consideration for his successor. He feels that he has done his duty and retires with the pleasure that a contemplated rest brings. He believes a more progressive correspondent can be picked and here extends hearty Seasons Greetings to all.

—441.

NEW MEN ENTER SERVICE

Lansing, Mich.—At the December meeting of Division No. 563, officers were elected for the year 1923. I will supply the names of the officers elected for the next issue of the MOTORMAN AND CONDUCTOR.

Brother C. H. Freeland reported at our meeting for the sick committee.

An open meeting recently held at the Trades and Labor Council Hall, was not very well attended on account of bad weather. Those present reported a very interesting meeting.

Brother H. Rohn is again at work after several days off from injuries received in an accident.

Mrs. Caswell, mother of Brother Lyle and Glen Caswell of our Local, died recently. Our sincere sympathy is extended to the bereaved family.

Brothers A. Whitman, R. L. Hall, D. Burchfield and W. Strum, this later part of December, went on a hunting expedition to Harrison, Mich. They report that they left plenty of game in the woods.

Some new men are now on the extra list.

Some of our boys attended the feather party given by the Trades and Labor Council previous to Christmas. It was a very enjoyable event.

The death of Brother Kenneth Shire occurred December 3. In his death we have lost a good member, and the company a devoted worker.

—563.

ELECT NEW OFFICERS

Winnipeg, Man.—The election of officers for 1923 was the principal item of business, at our last regular meeting. The new officers are as follows: President, A. S. Mathias; vice-president, E. Morris; financial secretary, A. Duncan; recording secretary, W. L. Potts; correspondent, J. W. Parkinson; warden, W. F. Clark; conductor, G. Currie.

There are a few changes. Our past president, Brother "Tom" Cheddie declined nomination on account of ill health, having been at wheel since we re-organized. He piloted the old ship, Division 99, through some rough seas. Nevertheless, he is on deck to lend a hand wherever needed.

Our late financial secretary, Harry Jones, was called to England rather suddenly. We miss him very much. He worked hard for Division 99.

Brother A. Duncan will carry on the financial secretaryship and as "Aleck" comes fra Scotland, we all know he will "handle the baw-bee's verra careful" as Sir Harry Lauder would say. You can assist him by getting your working cards promptly every month.

We wish all members of the Association a prosperous New Year.

—99.

HOLD JANUARY OPEN MEETING

Sioux City, Iowa.—Division No. 779 is very much alive, regardless of the fact that we have not appeared in the M. & C. very often. We had our annual election of officers the evening of December 13. Brother H. T. Woodward was elected president for his fifth term. Brother Woodward has been sick since July 22, but we expect him back on the job the first of the year. Other officers elected were: Vice-President, Walter Noyes; recording secretary, L. Valentine; financial secretary-treasurer, M. D. Boughton; conductor, Elmer Johns; warden, Wm. Lincoln; sentinel, C. W. Bern; executive board, H. T. Woodward, Ed. Ballard, F. C. Bern, H. T. Grover, W. C. Haefs, and A. H. Prosser; delegates to the trades and labor council, F. C. Bern, R. M. Emery, C. L. James, Walter Noyes and H. T. Woodward.

We are planning for an open meeting in January. Officers will then be installed.

Digitized by Google 179.

BROTHER GEORGE BYRD MEETS UNTIMELY DEATH

Dayton, Ohio.—Monday, December 18, Division No. 749 met in regular meeting and held an election of officers. Officers for the year 1923 were elected as follows: President, Chas. Foreman; vice-president, Wm. Reynolds; recording secretary, Elmer Veitor; financial secretary, Walter Rowland; corresponding secretary, J. Edward Ulen; executive board, Amos Travis, Thos. Parker, O. M. Himes, Earl Caron and Chas. Foreman.

Our meeting was unusually well attended and those present had something good to say for this Local. Enthusiasm was manifest. All promised to work together during the year 1923 for the good of the organization, and we believe every man meant it. It means good meetings throughout the year 1923.

The one thing needful for success now is team work, and for us to all pull together for the great cause to which we have subscribed. We are able to see plainly that in Union there is Strength. Now is the time for all men to work towards the ultimate goal, which is always the best at all times for all.

Brother Geo. A. Byrd, a one-man car operator of this city, died December 24, as the result of an accident that happened December 18 at 8 o'clock P. M. on Main St. The trolley on the car he was operating slipped off the wire, leaving the car in darkness. Brother Byrd was required to leave the front end to go to the rear end, to replace the trolley. While stationed at the rear end attempting to replace his trolley, another one-man car crashed into him, crushing him between the two cars. The operator of the second car was handicapped by there being no light in Brother Byrd's car. Brother Byrd was taken to Miami Valley Hospital where it was found necessary to amputate his right leg just below the hip. The loss of blood and the shock was too much for his constitution. His remains were interred at Shiloh Springs, December 27. Members of Local 749 attended. Brother Byrd leaves a mother and two small children who were dependent on him; also a brother and two sisters survive. He was a man of good character, and a most kindly disposition. His loss is keenly felt by this Local, of which he was a good, loyal member. Sincere sympathy is extended to the bereaved mother, relatives and the two orphaned children.

—749.

DETROIT DIGEST

Brother James Brockway died December 23 from chronic neuritis, at the age of 46 years. His death was the termination of a ten months sickness. Brother Brockway entered the street railway service upon the Jefferson Line as a motorman in 1906. He is survived by a married daughter, Mrs. McKay, to whom the sympathy of our Local is extended.

On December 24, death took from our ranks Brother Chas. F. Goering. Brother Goering was a victim of pneumonia. He entered the street railway service in 1905 as a motorman. He is survived by a widow and four small children, to whom the sympathy of the Local is extended.

Brother James Brady, one of the oldest of our members, died very suddenly December 27, from pneumonia. Brother Brady was an Orchard Lake interurban conductor and at the time of his death was 68 years of age. His death followed but 7 days illness. He entered the railway service in 1901, having served 22 years. Sympathy of our Local is with the bereaved family.

At the recent meeting of the Executive Board of Division No. 26, the Board deferred its sessions for a couple of hours to visit a 14 room apartment house at 679 W. Warren St. The property is located on the corner of W. Warren and Third Ave. The purpose of the inspection was to determine upon what recommendation should be made to the Local relative to the purchase of this property as Headquarters for Division No. 26. The Local is being offered this valuable property at \$90,000 and it is believed that it will double in value in a very brief period of time. Already there is an adequate return from the property to meet the payments and the Board concluded to recommend its purchase to the general meeting. The Board took action, reducing the initiation fee to \$2 for a period of thirty days, after which it will be returned to the former initiation fee.

Division No. 26 will hold a dance at the Pier, at Jefferson and Field Avenues, February 18. The committee having the affair in charge are Brothers Robert Otis, Fred Fall, Archie Kennedy, Ed. Stanish, Gus Raleigh and Peter J. Whalen. It is ex-

pected that this event will add to the funds of the Local. One of the features of the dance will be a prize contest by Brothers Garrett Burns and Herbert Gee. It is not understood that their wives arranged for this event.

One of the annoyances of the operation of one-man cars is the habit of boys hanging to the rear of the car and when they desire to stop, pull the trolley off. Many of the boys are getting away with this type of sport, as dangerous as it is.

The Detroit United Railways Branches of Division No. 26 are very well pleased with the recent arbitration award and tender sincere thanks to Int. President W. D. Mahon and First Int. Vice-President Wm. B. Fitzgerald for the eminent service they rendered in protecting the members from a reduction in wages.

The understanding having been negotiated by the committee of the M. O. employees, members of Division No. 26, has been reached, to the end that the schedule of wages and working conditions agreed upon have been submitted by the street railway board to City Attorney Wilcox for his legal opinion upon the instrument. It is hopeful that this instrument may be completed to be reported to a meeting held the week of January 15. —Rex.

EGAN RE-ELECTED

Waltham, Mass.—Division No. 600, at the recent election, re-elected Brother Bill Egan for president. We have no more faithful worker.

Division No. 600, expresses deepest sympathy to the families of our late Brother Keefe and Francis Donlon in this moment of their bereavement.

The case of Brother Rouse has gone to arbitration. Let us hope he is successful.

When you come to our meeting, leave your personal feelings outside. We have no time to entertain them, and we are sure they will be right where you left them, when you go out, should you wish to find them and take them with you.

Brother Joe Hodgkins now runs a freight car on the through line. He says he didn't pick it.

Keep your flivvers off Center St. Sullivan is operating a Birney on the Highland Line.

Brother M. Keegan is expecting a position on the Newton Fire Department. We wish him luck.

Past President Michael Drew has retired from the service.

Brother J. O'Brien remains our checker board champion.

Brother L. Mapplebeck is serving his time on the snow plow. Pretty lucky.

If any of the good brothers of Division No. 600 need a sweater or rain coat they will find the Salvation Army located at Hall's Corner. Don't take mine.

Patronise the union barber shop. You will look better when you come out.

Our former president, Brother John Apples, is now giving boxing lessons. Step into his office and he will care for you.

—JACK.

RETAIN OLD WAGES

Port Huron, Mich.—Division No. 90 can report participating in a recent wage settlement that retained to our members the former agreement wages. The boys are pretty well pleased.

At our recent election we again re-elected for his 'steenth term the Mayor of Port Huron as secretary-treasurer of our Local. Brother French is now serving his second term as Mayor. We are pleased that we can report that his head and purpose in respect to organized labor are not in the least turned by his elevation to mayor of our beautiful and growing city. His first term commended him to the voters and his second term is being more successful than his first. We hope again to elect him mayor when the time rolls around.

Our recent election resulted as follows: President, R. Richey; first vice-president, E. Smith; second vice-president, F. Keener; recording secretary, Tom Brown; financial secretary-treasurer, John V. French; correspondent, P. Manthy; conductor, L. Parker; warden, L. Bobcean; sentinel, Wm. Law; executive board, J. McLean, O. Mantikowski, F. Keener.

As our newly elected president left the service before he was installed, our old president continues in the harness until a new president to succeed him may be elected. Brother Matthews has served well in the past, so we are not losing anything, pending a new election.

OLD OFFICERS RETURNED

Toledo, Ohio.—Division No. 697 held her election of officers December 18, which resulted as follows: President, A. L. Humphrey; vice-president, John J. Donahue; financial secretary-treasurer, John G. Greenlese; business agent, H. Lee Camp; conductor, Edw. Meyer; sentinel, Wm. E. Jennings, Jr.; warden, C. E. Hutchins; executive board members, Central Ave., Howard R. Beech; Starr Ave. Barn, Orley Withrow; Galena Barn, Wm. J. Clayton; Dorr St. Barn, Edwin Mattoon; Central Ave. Shops, James H. Doheny; Maumee Valley Line, Wm. F. Adams; Toledo, Bowling Green and Southern, John Halde; Toledo, Foetoria and Findlay, Edw. Silveus; Northwestern Ohio, Geo. E. Corey; Toledo and Indiana, T. F. Frager.

Brother John G. Greenlese, our secretary, has recovered from his illness of a month, which is pleasing to us all.

The election just held resulted in a tie vote between Brothers Greenlese and Ernest Melms for financial secretary-treasurer. Brother Melms decided to withdraw from further contest for the office, in view of the fact that it would have meant considerable expense to the Local.

Brother Withrow, who was elected Board Member at Starr Ave. resigned the office because of other matters that required his attention. President Humphrey then appointed Brother Ernest Melms to fulfill the duties of executive board member from Starr Avenue Barn, until another election is held.

Our business agent, H. Lee Camp, who was sent to Columbus, O. as a delegate to Ohio State Legislative Conference Board meeting on December 11, was at that time elected chairman of the said board for the ensuing two years, taking the place formerly held by Brother Wm. Rea of Division No. 268, Cleveland, O.

Brother Harry Casey has been ill for sometime and we all join in wishing him an early recovery.

Brother John Hockmuth, one of our shop members, just recently passed away and is sadly missed by all.

—697.

BROTHER THORN LEAVES SERVICE

Windsor, Ont.—On December 11, Division No. 616 elected officers for the year 1923. What at first appeared would be a close contest for President revolved into a practical walkaway for Brother L. Fallas. His contestant was Former Financial Secretary-Treasurer P. Simser. While Brother Simser made a first-class secretary-treasurer and would undoubtedly have been elected to that position had he been satisfied to retain it, he was not the choice of the majority for president. The work of Brother Fallas has been very satisfactory and the magnificent vote he received was an expression of the confidence the members of the Local place in him as their chief director. The officers elected were as follows: President, L. Fallas; vice-president, Richard Burgess; financial secretary-treasurer, Allen Ardern; recording secretary, J. Pickard; dues collector, C. Davidson; warden, H. McAndrew; sentinel H. Windbank; conductor, Geo. Broad; executive board, L. Fallas, W. R. Baldock, G. Bennett, C. Davidson, A. Loop, Richard Yates; trades and labor council delegates, Geo. Bennett, C. Davidson, L. Downey and L. Fallas.

It is with deep regret that we announce the retirement from street railway service in Windsor, of our old pioneer president, Brother Ernest A. Thorn. He rose to the position of Assistant Superintendent but never lost his interest in the Local. There are but one or two remaining whose names appear upon the charter of this Division that adorns the walls of our hall. Our Local was instituted in 1916. Brother Thorn was at first elected business agent and financial secretary and the job at that time called for a man of strong character. He proved to be the right man. Those who followed him and stood by him through the memorable Summer of 1919 have never regretted it. The life of the Local was at stake. We were then under Jimmy Anderson and the D. U. R. For some reason they were not very favorable to our existence. With Thorn at the helm, however, he proved the thorn in the side of Mr. Anderson and our movement, more than anything else, resulted in the taking over of the properties by the municipalities known as the Border Cities. When the management passed under the Hydro-Electric, Brother Thorn was appointed Inspector. This was in April, 1920, and he held this position with its added duties until he recently retired. Mr. John Goulet, a former member, and who was for a number of years car house foreman, succeeded Brother Thorn. Mr.

Goulet has always held the high respect of our members, and as a token of our appreciation of him as carhouse foreman and the fairness with which he conducted that position, we presented him on December 21, with a beautiful gold watch and chain. The watch was purchased through the selection of Brother Geo. Boothroyd, under our instructions, and the presentation was made by Brother MacCody in appropriate words. Mr. Goulet responded, expressing his thanks. At the presentation was in attendance Superintendent Brooker, who made a good talk. Others spoke, among whom were Brother Geo. Broad, who can always be relied upon for a mouthful. Brother Jim Fox, who has served as one of our officers for sometime, and was recently elected to the executive board, was appointed to and accepted the position made vacant by the appointment of Mr. Goulet to the position from which Brother Thorn resigned. He has our best wishes in his new job. May we suggest that Brother R. Reid shall hereafter let Brother Goulin alone.

Brother Frank Brunner is reported to be a prospective benedict.

Brother Joe Decarlomis is on his way to Italy, from where it is reported he will bring back a life partner. Italy is his native land.

Brother Tom Powell, in his duties as relief dispatcher, is having his trouble keeping track of Brother Willie Patrick. Now, Willie, one ring calls the dispatcher.

Brother Joe Reaume is authority on horses and one-man cars. He occasionally uses lines and a whip.

All of our one-man cars are heated by electrical apparatus. Our experience during the present weather, leads some to suspicion they are a refrigerator apparatus. Our Assistant Superintendent Mr. Brooker has tried to get more heat for these cars and the subject will likely be taken up with the higher authorities by President Fallas and his executive board in the near future.

The old Windsor Local tenders New Year Greetings to all.

—616.

GOING STRONG AGAIN

San Jose, Calif.—Division No. 265 can report going strong again after the settlement of a slight internal jar over per capita tax to the Central Labor Council. The per capita in our trades council was increased to meet the increased expense of enlarging our labor paper, The Union Journal. The unions voted to have an eight page paper instead of a four page paper. The per capita was raised from 40 cents to 75 cents. Some of our boys were misinformed and stood out against the rest, until the matter was set right before them, when we voted to pay the increase, and everything is again quiet.

Brother Casey, one of our devoted members, has resigned from the service and taken his withdrawal card.

At our last meeting we had six applications for membership.

The last two meetings of our Local were nomination and election meetings, at which officers were elected for the year 1923.

Financial Secretary F. C. Vierke has gone on an extended trip to Chicago.

Brother Dick Trengore is piloting a one-man car.

Two of our Birney type cars ran together recently on a single track and demolished the front end of both cars.

Brother F. M. Gobel, off duty for sometime, has again returned to work.

We have an extra car in Santa Clara and when one of the regular cars is late, Brother Gobel starts out on the proper time with this extra car and exchanges with the regular man and takes the late car into Santa Clara to await the next late car, when the trick is repeated. This is a way of keeping the regular cars on time.

Brother Archie Trowbridge has returned from Santa Cruz Mountains, much improved in health.

Brother R. H. White is again as good as new. Brother Tom Davis is the same old genial mischief.

—265.

TWENTY ACRES AND PLENTY

Free book tells truth about Florida land; monthly payments \$1 an acre; Orange Groves planted cared for 10 per cent above cost.

SYLVESTER E. WILSON,
Dept. A11, Orlando, Fla.

HOLD ANNUAL BANQUET

Battle Creek, Mich.—The meeting of Division No. 333 held on December 8, was attended by 99 per cent of our members. We trust this attendance will continue throughout the New Year. Officers were elected as follows: President, James E. Merrill; first vice-president, Fred Holmes; second vice-president, M. Caskey; secretary-treasurer, Clayton Weed; recording secretary, Oscar Newman; official bouncer or sentinel, John Bailey.

Our annual banquet was well attended. We had some feed. Several brothers of other locals were in attendance. It was a good advertisement of Battle Creek, as the Food City. Chairman Fred Hamlin of the Joint Advisory Board was present, representing Division No. 245, and President Geo. Hoyt, representing Division No. 362. There were several others from Division 362 of Albion. We had invited Int. President W. D. Mahon, Int. Vice-President Fitzgerald, and an executive board member, none of whom were present, but from whom we learned that important business and sickness intervened their being there. Brother Cottom of Division 777 was present and gave us a great talk on unionism, and the hardships of the early days. Brother Geo. Desmon of the Boot and Shoeworkers, spoke on the union label. The meeting was well attended and most interesting.

Brother Chas. Laberteux was called to Jackson in December by the death of his daughter. Sympathy is extended to the bereaved family.

Brother Joe Haynes sure has his turn on the sick list. He was first injured in an accident, and when about to report for work was stricken with a severe cold. It is an illustration of the benefit of our sick and accident fund. Remember, under our by-laws, one must be in good standing to receive benefits.

Brother Shelters returned to his run in December, having been long married.

Brother Manker is authority that it is not snowing in Florida. He remains in Battle Creek. At this particular time we are enjoying about 6 inches of beautiful, white snow,

Flying from the housetops to the streets below.

Over the heads of the people you meet,

Flying to kiss a fair lady's cheek.

Beautiful, beautiful ladies and snow.

Brother Rogers has recovered from a fractured arm and other bruises sustained by falling from a snow plow.

Brother L. C. Jones is sojourning in California, the land of sunshine.

Brother Harry Slight was with us at the banquet. He reports the cows doing well.

We are pleased that Brother Merrill, our esteemed president, is again able to live with his family. He was crowded out by diphtheria.

Brother Slater Harris is saving green stamps that the "Greasy Spoon" gives.

Brother Bailey, our 350 lb. youngster, eats peanuts. Mrs. Brooke, wife of Brother Brooke, is reported covering from sickness. She was taken to Ann Arbor for treatment.

Brothers, we wish to remind you that we are going to soon repeat the banquet. So don't lose track of the date.

—OLD MAN NEWMAN.

KNOW WHERE THEY STAND

Edmonton, Alta.—Division No. 67 can report progress. Our affairs are now being directed by our new president, Brother Matear, and he is the goods. With him at the helm we are standing almost 100 per cent.

There have been some infections in the labor movement here. Some of the workers in various crafts are rainbow chasing, with the idea of developing a better type of organization exclusive of the American Federation of Labor. They seem not to comprehend that any type of organization must be directed by the mentality of the workers themselves and that changing names or forms does not change the animal. Of course, the time will come when they will learn this to be a fact. Our organization continues as a branch of the American Federation of Labor, with the full understanding that it has taken years to develop the organization and that it has developed through the mentality of the members of the organization, with a freedom of mental process. Our organization is what we have made it ourselves. It is the big American labor movement, because of the fact that the great numbers of American workers, both in Canada and the United States have assembled in it to promote their ideals within it, and to expand it in

idealism as the majority of the members may determine. Some do not comprehend that it takes years to develop this degree of solidarity and membership. They do not observe the example. However, we are pleased to say that Division No. 583 is made up of men who know where they stand in the labor movement and understand where the best is obtained through concentrated effort. We have two or three workers here that are floating off on this rainbow chase, but we believe the time will soon come when they will arrive at their full understanding of where the best interest of labor lies.

We have a financial secretary in the person of Brother McClean who is certainly up to the standard in caring for the financial affairs of our local. He is a clean worker, in whom the members can safely confide. In fact, our Local is well officered, and when an organization is well officered, it cannot fail to not only survive, but progress.

Division No. 67 extends seasons greetings to all Locals.

—SCRIBE.

NOW COMING FORTH

Marshalltown, Iowa.—After four years' of practically silence in the MOTORMAN AND CONDUCTOR, Division No. 607 is now coming forth to let the Amalgamated Association know that we are continuing as an organized body and purpose to so continue for years to come. When our service is full, we have 17 members. At the present time we have but 15 members, with two in training.

We operate one-man cars on all lines. Commercial men say we give the best service of any one-man car system upon which they have travelled. However, none of them speak very well of one-man cars, anywhere. We draw 45 cents for the first six months of service, 47 cents for the next 6 months, and 50 cents per hour for those in the service one year. We are allowed \$2 per month on electric lights in our homes, 20 per cent off for the gas we use in our homes and we enjoy passes for our entire family. Of course, this is not a large system.

Brother Bill West and family had the misfortune to lose their home and contents by fire.

Brother Clarence Mason has returned to work after a period of sickness.

Brother V. M. Arnold recently lost his rights by not heeding some good advice.

Brother Lyman is raising a Charlie Chaplin, presuming to make the impression upon his new son that he is a full grown man.

Brother Arney has a new Nash touring car. He is enjoying the smiles of a large circle of friends.

Brother Ennis says a \$2 fine is pretty high for not attending meetings, but he seems to prefer to pay it.

Our officers for 1923 are: President, H. M. Everts; vice-president, W. E. Simmons; secretary, F. C. Buckman; treasurer, J. L. Arney.

We extend best wishes for a happy and prosperous New Year, for all.

—607.

WILL ENLARGE CONVENTION FUND

Syracuse, N. Y.—Election of officers was the event of the meeting of Division No. 580, held December 18. Officers elected were: President, Wm. McGinn; first vice-president, A. McCann; second vice-president, M. J. Sullivan; financial secretary-business agent, Owen Lynch; recording secretary, Thos. J. VanEtten; treasurer, E. J. McNamara; conductor, James J. Murphy; warden, H. A. McGonegal; executive board members, Wm. McGinn, Chas. Knapp, John Meehan, Jas. Barry, Henry Merritt, H. D. Wood, D. Karney.

President McGinn has been very sick for a month but is rapidly recovering. We miss him at our meetings.

Our Division is to hold more dances after the first of the year. The proceeds are to create a convention fund. We want the brothers to do all they can to make it a success.

Brother E. J. McNamara, sick since last May, is again out, but it will be sometime before he will be able to go to work.

Brother Bankey is on the sick list.

The officers would like to see the brothers take more interest in the meetings. Why not make a New Year resolution that you will attend more of the meetings. Let's get to at least one meeting each month and please do not put it off to the last meeting. Let's try and make it a banner year for Division No. 580, and we can if we try and get together. Let's go.

SINCLAIR VISITS PACIFIC COAST

San Francisco, Calif.—Division No. 687, known as the municipal trackmen's union, on January 9, installed the following officers: President, Wm. J. Honan; vice-president, F. J. Ferguson; recording secretary and correspondent, Wm. Kearney; secretary-treasurer, Wm. Castro; conductor, Wm. Bisbert; warden, Wm. Shippy; executive board, J. Phelan, M. Fitch, John Dolan, D. O'Brien, B. McNally, D. Callihan; delegates to the labor council, Wm. J. Honan, F. J. Ferguson, J. E. Hassmer; financial committee, J. Mootz, F. J. Ferguson, I. M. Fitch.

Brother Honan, our chief executive, has been re-elected for the third consecutive term, a mark of recognition for the capable administration he has given our Local during the year just closed. He is a past master of parliamentary technique and a Class "A" maintenance engineer. Our Local presented him with a gold watch, and we hope it may be to him a reminder of the kind thoughts and good wishes of those in whose midst he has always found a welcome and honored place.

Brother Hassmer played the role of Santa Claus, as usual, during Christmas Week. He visited our sick brothers D. Cronin, O. Smith, G. Moriarity, M. Stephens and J. Fitzgerald. He distributed a cash present to each, contributed by the Municipal Employees through the solicitation of Brother Hassmer.

Brothers Higgins, Crowley and Nagel have been retired on pensions.

Brother A. O'Brien is now in complete control of our Pacific Coney Island and Scenic Railway and he expects to rival Henry Ford.

Brother Callaghan is the proud father of a bouncing daughter.

Brother Shippy has purchased another flivver.

Brother McQuaid has received the promotion to municipal chauffeur.

Brother Curry is on the trail of the Big Four.

Brothers Fitch and F. Mahoney are at Long Beach on a vacation.

Brother Corrigan recently brought in an oil gusher on his 15 acre lease at Marapocic, Kern Co.

Brother Magnus Sinclair, executive board member paid us a fraternal call last month. He complimented the trackmen for their proficiency in reconstructing the municipal railway lines into a noiseless system, excepting the crossings.

—Wm. K.

ONE CASE PENDING ARBITRATION

Albion, Mich.—Division No. 362 of the Amalgamated Association comprises two sections. We have the parent Local with headquarters here in Albion, and a Branch Local upon the Flint-Saginaw-Bay City Division. The two groups elect their own officers and carry on their business separately. For many years Brother Geo. Hoyt has served as president of this Local and his career has been one of success in the interest of the members interested. This year, however, the Local has seen fit to elect a new president, who is from the Northern Division, operating from Jackson, North to Lansing and Owosso. Brother Hoyt is a motorman upon the original Southern Division operating from Jackson West, through Albion, Marshall, Battle Creek, Galesburg, and terminating in Kalamazoo. The new election will give Brother Hoyt a much desired rest from the work of the organization, although he will in no way lose his interest in it. Brother Hoyt lives in Albion.

Our election was held in December. The result of it was as follows: President, Vesta Fritch; vice-presidents, R. Choate, Chas. Wagner; executive board, Chas. Groff, S. Brown, Wm. McConnell, W. Weddel, R. Hyslop, Chas. Wagner. Financial secretary, J. Pelgrim; recording secretary, R. D. Peters; treasurer, W. Weddel; correspondent, F. McKibben; State F. of L. delegate, Walter Weddel; joint advisory board members, M. Hurlburt, and Walter Weddel; International Convention delegate, Walter Weddel; alternate, Chas. Wagner.

Division No. 362 has one case pending arbitration. We are hopeful that a third arbitrator may be soon agreed upon in this case, as it has lingered long beyond any reasonable period for such procedures.

—362.

MET SOME HARD LUCK

Allentown, Pa.—In November we met with some hard luck. Our meeting hall was destroyed by fire of the belongings of Division No. 956 were

burned. We lost a beautiful banner. As we entered our new home on Linden St. there was one thing that cheered us: That was the re-election of our faithful President Milton Levan. He served us very successfully during the last two years. Also, our two secretaries were re-elected, both having served in those offices since we organized in 1920. Vice-President Wesley Peters is again out after a sickness of over three months. His first work was to cast his vote at the election.

Brother Litzenger, though yet on the sick list, is improving.

Brother Rothrock, following two weeks illness, is again on the job.

Don't forget the meeting days, as there is always heavy business on hand.

—956.

TRIAL BRINGS OVERWORK

Marion, Ill.—Division No. 293 is now experiencing a slight over supply of work due to the trial of the mine workers who were charged with responsibility for the outlawsy that prevailed in the Herrin mining district, during the miners' strike, where armed thugs were brought in to break the strike and intimidate the public. A large number of people are attending this trial, and the cars are carrying big crowds.

Local 293 has installed officers for the coming year, as follows: President, W. J. Albright; vice-president, Chester Parsons; secretary-treasurer, B. F. Lowe; executive board, W. J. Albright, L. D. Corder, Chester Parsons and G. A. Chamness.

Brother E. A. Burns has gone to Chicago for a "spell."

Harry Vinson paid a recent visit to Herrin.

Carterville has a new tripper.

Our chief clerk, Oscar Mitchell, succeeded in finding a young lady who is willing to unite with him, and they were recently married. They have our best wishes.

The Herrin trial will show to the public that the miners are not such criminals as a certain element of the business world would be pleased to have the people believe them to be. It is being shown that the criminals were on the other side.

—293.

RESOLVE TO ATTEND MEETINGS

Danville, Ill.—At the December meeting of Division No. 772, held at Trades and Labor Council Hall, officers for the year 1923 were elected as follows: President, Geo. Talbert; vice-president, Roy Combs; recording secretary, Forest Robertson; financial secretary-treasurer, I. N. Blaisdell; corresponding secretary, R. G. Osborn; conductor, Jess Abbot; warden, Edw. Swisher; sentinel, Henry Starbuck; trades and labor council delegate, Byron Hite; alternate delegate, Forest Robertson; executive board, Geo. Talbert, Roy Combs, Chas. Dean, Nat. Potter, Dave House and R. G. Osborn.

Officers were installed at our meeting held January 11.

Let's enter the year 1923 with a firm resolve to attend meetings, and when we see others who forget about the meetings, let's solicit them to attend and solicit them in a way that they will attend. In that way we will have good meetings throughout the entire year.

—772.

PROSPECTS GOOD

Hamilton, Ohio.—Officers of Division No. 738 for the year 1923 are as follows: President, Chas. C. Harvey; vice-president, Hayes Farmer; recording secretary, Robt. Evans; financial secretary-treasurer, F. W. Vogel; conductor, C. N. Lawrence; warden, John Woolery; sentinel, G. B. Fenton; corresponding secretary to MOTORMAN AND CONDUCTOR, J. E. Dalton; trustees, S. Sammons, Albert Haggard and L. Baker; executive board, (C. & D. Division) L. Baker; (Hamilton City Division) J. E. Dalton; (Dayton City Division), Chas. Mockabe.

It will be observed that we have again

ected our old ex-president, after he has enjoyed two years of private life.

Our meeting was well attended and smokes were enjoyed.

Our agreement expires January 31, and we are preparing to negotiate a new one. Everything looks good for 738 and we anticipate no trouble in our agreement negotiation.

The boys claim Brother Buell has the best coal in the country.

Brother Leiming has retired and accepted a position at the Henry Ford Plant.

Brother F. Eckstein has moved his family into a cozy bungalow in Lindenwald.

Brother Holland is smilingly passing out the cigars. He is now daddy Holland.

Brothers Buckley, Hester and Newton are yet on the sick list.

Local 738 wishes for all a bright and prosperous New Year.

—738.

THE "MITTEN PLAN"

The open shop employee's association cannot delude the members of the Amalgamated Association of Street and Electric Railway Employees by presuming to them that the so-called "Mitten Plan" is a new plan discovered to them by Mr. Mitten of the Philadelphia Rapid Transit Co. His plan is as old as the "open shop" slogan, and was long years ago adopted as one of the means of destroying organization among street and electric railway workers. The Conventions of the Amalgamated Association, from the very beginning of the organization have dealt with resolutions introduced cautioning the membership against company organizations. These organizations, although all of the same nature, have been flaunted under different titles, the last being "The Mitten Plan." Before this term "Mitten Plan" was invented, managements of street and electric railways went so far as to set aside blocks of stock to be purchased by these company organizations and by the employees on installments or partial payment plans. It was never known, however, for the management of a company to place a controlling block of stock for disposal to the employees in this way. The control always remained in the hands of the company directors.

Such organizations were advanced as co-operative associations, relief and co-operative associations, partnership associations, etc. In some instances, where men were unorganized, they were induced to make purchases of this nature.

There were a few instances where companies succeeded in forming so-called protective and relief associations that invested in these blocks of stock, the value of which have long since become obscure. However, it has never been known where the employees of one of these traction companies gained control of the management of the affairs of the company. The aim has always been for the company to gain control of the wage fixing of the employees and in many instances they have so succeeded.

Street railway directorates having an inclination to destroy the organizations of their employees, have grasped the title "Mitten Plan" as a new allurements, although the principle is the same and the purpose is the common one, that of destroying the possibility of equality between employer and employee, and thus destroying the possibility of collective agreement.

The issue is being fairly divulged through the processes of the destructive endeavors of the "Mitten Plan" in Buffalo, where the employees were given the option of employment under this so-called "Mitten Plan" or retire from the employment. The Buffalo men recognized this situation as a lockout, and have been so treating it for several weeks. It is a salutary example of the culpability of union destroying, employing managements.

THE ONE-MAN CAR IN SYRACUSE


Attorney Myron J. Parkinson, who is Assistant Corporation Counsel of the City of Syracuse, N. Y., has replied to an inquiry as to whether one-man cars are satisfactory in the street railway service in Syracuse. Reference has been made to Syracuse by street railway managements that the operation of the one-man car in Syracuse is successful and entirely satisfactory to the people. It was to confirm this statement of representatives of street railway properties that the advice of the corporation counsel of Syracuse was sought. His version of the one-man car, and its operation in Syracuse as contained in his letter of November 16, 1922, is quoted as follows:

"In regard to one-man cars, I desire to say that the one-man car is not a success in the City of Syracuse, and the public is not satisfied with it for the following reasons:

"1st. It takes from five to ten minutes longer to make a trip on a one-man car than it does on a two-man car, and the people who work down town and go home to lunch at noon claim that they cannot get home and back to work again in the time allowed them for their lunch.

"2nd. The one-man car ties up traffic; sometimes in our congested districts traffic is tied up for two blocks on account of passengers getting on and off one-man cars. Motorman and conductor has to issue transfer and make change and it takes considerable time especially during the rush hours.

"3rd. Passengers are a great many times carried beyond the streets at which they wish to get off for the reason that on the one-man car the motorman and conductor has so many duties to attend to that he does not call the streets.

"4th. The one-man cars in our city have a curtain placed behind the motorman. This is used to prevent the lights in the street car from shining on the tracks ahead of the car and the motorman cannot see back of this curtain and many times there are rowdies on the street cars who smoke and use profane language, and it is very disagreeable to the car riding public." 

"5th. The one-man cars used in our city have a mirror which the motorman looks through to see the passengers getting on and is supposed to be used to see what is behind them, but he cannot see the rear of the car, although he can see the passengers getting on. At night time, the lights of automobiles reflect in the mirror and the motorman cannot see whether or not people are getting on his car and many times passengers are caught in the door.

"6th. Many times cars are required to back up and the motorman and conductor cannot see what is back of the car and they back the car into an automobile or anything else which may be on the track, and if they do not do that, they tie up traffic in all directions, sometimes for three or four blocks.

"7th. They have a turnstile on cars used in this City and as the people get into the car this turnstile keeps moving around and people coming in are often times hit with this turnstile on the head and many have been seriously injured as a result. One specific case, a little boy received a shock from one of these turnstiles and he probably was permanently injured.

"8th. They have also what they call a dead-man's control and the car is supposed to stop immediately when the motorman takes his hand off of this control the car is supposed to have stopped but it does not it goes anywhere from twenty feet before it stops, especially on slippery rails and when there are leaves on the tracks, in the Fall of the year, this control is not a success.

"9th. The people of Syracuse do not ride on these one-man cars as much as they do on the two-men cars. They claim they can make better time by walking, and that the one-man cars are dangerous to ride on.

"10th. Many times when these one-man cars cross railroad tracks, the trolley comes off and the car stops dead across the tracks notwithstanding the fact that they have guards upon the trolley wire which is supposed to carry the cars safely across the tracks, and the motorman has to get out and put the control on his car, and in the meantime the passengers are in the car on the railroad tracks.

"11th. The rear doors on some of the one-man cars are bolted and the operator cannot open these doors unless he goes back with a wrench and unbolts them.

"12th. On one occasion a fuse blew out on one of these cars which was carrying a load of passengers down town and the operator of the car lost his head and could not open either the front or the rear door and a panic was nearly caused amongst the passengers, and many of them severely injured, several of the women passengers fainted, while some of the injured passengers got out of the windows of the car.

"13th. Many times at corners where there are several passengers getting on the operator cannot see all of those intending to get on the car and many times he slams the door in their faces and goes away without them or else he either catches their arm

in the door or they get caught on the steps or something of that sort.

"14th. In cold weather or stormy nights the window which the operator looks through becomes coated and he cannot see; a careful operator will stick his head out of the door and see passengers getting on, but many of them do not even do that.

"Those are some of the reasons why the one-man car is not a success in the City of Syracuse."

FIRE ON ONE-MAN CAR STARTS PANIC; LADY INJURED

A Portland, Ore. newspaper publishes a statement of an accident that occurred to a one-man car being operated upon the street railway lines of that city. The statement as quoted from the Portland newspaper, is as follows:

"Monday a crash occurred on the Mt. Scott line, which was not made public until the story was printed in The News Thursday.

"Wednesday, about 5:30 p. m., when streetcars were carrying peak loads, flames burst forth in a Depot-Morrison "dinky" car, just as Sixth and Morrison sts. was reached, with a capacity load of human freight.

"An explosion was heard in the forward control box.

"Flames shot forth.

"Smoke filled the car.

"Fire broke out through the floor and started creeping upward.

"The blaze and smoke blocked the only exit, automatically controlled by air, at the front end of the car.

"Passengers fought to reach the rear end.

"That door, too, was closed by the automatic device, and was impossible to open. Fear-maddened men and women do not understand automatically air-sealed doors.

"Passengers clutched and clawed each other in the mad panic.

Ruthless Feet Trample Woman

"One elderly woman, unidentified was knocked to the floor.

"Ruthless feet trod upon her, as the fight raged.

"Other women and girls, face to face with the primal instinct of self-preservation, were victims of men whose chivalry was replaced by terror.

"The weaker ones were pushed aside. One burly individual, in haste to save his skin, wedged a young woman's head between a car seat and his body.

"Her head and face were bruised, and an expensive hat reduced to wreck.

"Throughout the struggle, piercing screams filled the car.

"Strangled oaths from the men.

"Sobs of pain and panic from women too bewildered to shriek.

"Men's fists broke windows.

"Ten minutes of this, and the fire was subdued. The danger passed.

"No one was killed. No one was so seriously injured that immediate medical and ambulance attention was required.

"The accident was not reported."

REPORT OF ARBITRATOR FERGUSON ON DETROIT UNITED RAILWAYS ARBITRATION

November 29, 1922.

To the Officers and Members of Division 26,
Detroit, Monroe and Toledo Branch of
Division 26, Division 90, Mount Clemens,
and Division 111, Ypsilanti, Michigan.
Brothers:

Inasmuch as it will be impossible for me to attend the meetings of your respective Divisions to discuss with you or explain to you my position in the arbitration just completed and the award made, I am taking this means of communicating the same to you and respectfully request that you accept it as my report.

Much happened during the negotiations which led up to this arbitration, with all of which you are as familiar as am I. Propositions were submitted upon which you expressed yourselves by referendum vote, and at this time I wish to state that knowing the circumstances as I do, my judgment in placing these matters before you as they were, would have been the same as those who represented you in these negotiations. I must add that there is no criticism on my part for the manner in which you expressed yourselves in the votes taken that brought the dispute to arbitration. Many conditions that this Organization has struggled years to obtain were to be taken from them, if the Company's requests were to be granted. This brings us to arbitration. Without much difficulty both parties agreed upon William W. Potter, chairman of the State Public Utilities Commission, also, State Fuel Administrator, as the Third Arbitrator—his name being suggested by myself.

On Tuesday, November 21, the hearings opened in the Wayne County Building, the parties being in continuous session until the award was made at noon on Tuesday, November 28, 1922.

Knowing the conditions existing in the industrial world as I know them, and realizing better than it is possible for the rank and file to realize the great difficulties under which those that represent you in these matters have to work, I wish to take this opportunity to say that it will be impossible for me to express in words the appreciation that you owe to our International President, W. D. Mahon, and our First International Vice-President, W. B. Fitzgerald for the able and successful way in which they prepared and presented your case to the Board of Arbitration. In fact, I could not do otherwise than compliment all that had to do in presenting both sides of this case for the able and gentlemanly way in which it was done.

Those who presented your side of the case were met with submission of wages, some of which were in the immediate vicinity and these comparisons showed that you were the highest paid. Many other exhibits were submitted by the Company in which were those tending to show the Company was not in the financial conditions to con-



**FORMER BUSINESS AGENT
CAREY D. FERGUSON,
Div. No. 26, Detroit, Mich.**

In this issue appears a special report of Brother Carey D. Ferguson, who served in the recent Detroit United Railways wage arbitration. This report is addressed to the Detroit United Railways element of the membership of the Detroit Local, who were involved in the arbitration. Brother Ferguson was a former Jefferson Ave. motorman and later a Flint interurban motorman. He served the Local several terms on the Executive Board and in 1917 was elected business agent to succeed Brother Fred Castator, who received the appointment upon the State Labor Commission of Michigan, and who is now a Detroit Councilman. Brother Ferguson was repeatedly elected business agent until he received a political appointment under Gov. Alex Groesbeck, as Claims Adjuster upon the State Industrial Accident Board. The announcement now comes that he has received the appointment of the Collector of Customs at the Detroit Port. Upon his appointment to the State Industrial Accident Board he was succeeded as Business Agent by the present Detroit Business Agent, Garrett Burns. Brother Ferguson, however, holds his full membership in the Detroit Local. His recent service as arbitrator on the D. U. R. wage dispute where he united with Hon. Wm. W. Potter in an award that preserved the wage rates from reduction, was heartily appreciated by his associate members of the organization.

to continue to pay the wages in effect since May, 1921, all of which were ably met by those presenting your side of the case, as the final award shows. At the completion of the hearings at three P. M., on November 27, the three Arbitrators at once went into

private session and arguments waxed hot for and against your contentions until five-thirty P. M. They met again at nine A. M. November 28, when Mr. Potter presented what he thought the award should be. Mr. John A. Russell, the Company's arbitrator, stated he would not sign Mr. Potter's proposed award but that he would file a dissenting opinion. The entire forenoon was spent in further discussion of the matter, at the end of which time Mr. Potter and myself signed the award—Mr. Russell still refusing to sign; but a majority of the Board having signed it made it a part to your agreement.

The award provides that all working conditions and wages are to remain as they have been since May 7, 1921, with the exception of one-man car operators, who are to be paid five (5) cents an hour in addition to the rate paid to the operators of two-man cars.

Saying nothing about the reduction demanded by the Company to apply to all the men involved in this Organization, but taking into consideration only those reductions that the Company insisted must go into effect in Port Huron, Mount Clemens, Ann Arbor, Pontiac and Flint City, applying to the City men only, this award saves those men approximately Forty Thousand (\$40,000.00) Dollars per year. While it is impossible to state exactly, but taking into consideration your overtime, intervening time, bonus and lapsed time all of which have been retained in your agreement, it involves a much larger victory for you than represented by the Forty Thousand (\$40,000.00) Dollars, undoubtedly making the aggregate beyond Sixty-Five Thousand (\$65,000.00) Dollars per year.

Had we not had a third arbitrator who was absolutely fair in his findings the award would have been less favorable. A reduction would have been taken from you of about Twenty-eight Thousand, Eight Hundred (\$28,800.00) Dollars per year for each one cent reduction that you would have sustained.

Taking all phases of this enormous question and all the circumstances surrounding the same into consideration, involving as it did about one thousand members of our Organization, although frankly admitting that I had hoped to secure you an increase in wage, I do not hesitate to say to you in conclusion, that I think you have been the victors by a wide margin, as well evidenced by the fact that the Company's arbitrator, Mr. Russell, refused to sign the award.

I wish to express my appreciation to the membership of the different Divisions that I have had the honor and pleasure to represent on this occasion, also to all those active in presenting this case to the Board of Arbitration.

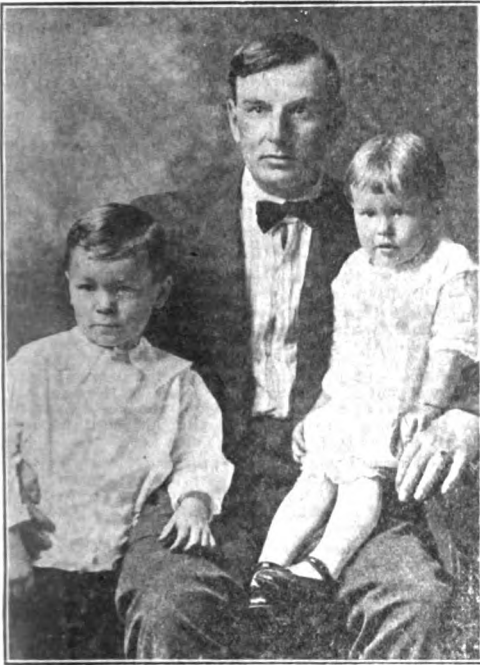
Again offering my services to you at any time you might wish them in the future, and wishing you prosperity and happiness in abundance, I remain

Yours fraternally,
(Signed) CARRY D. FERGUSON.

EMPLOYES ARMED IN BUFFALO

A bit of humor is carried in the propaganda of the Buffalo Street Railway Company being issued periodically in certain publications to lead the public, and particularly that element of the public interested in street railway service, to presume that the lockout of the Buffalo Street Railway men is at an end. In a late announcement of the publicity end of the International Railway continues the statement: "The Company now employs more platform men and shop workers than before the strike and that the strike for union recognition is now regarded as a dead issue by it." Let us repeat the final proposition of this quotation: "The strike for union recognition is now regarded as a dead issue by it." Then let us look at the heading of the publicity propaganda. It reads in enlarged headlines: "Employees armed in Buffalo—Emergency for bus operation may be announced." If the Company is employing more platform men and shop workers than before the strike, why then the announcement of an emergency for bus operation? As a matter of fact, the International Railway is employing less than one-half platform and shop workers than it did before the strike. Its natural business sense would not permit the management of that company to employ more than twice as many workers as is necessary to perform the work that is being done on the International Railway in the way of supplying transportation at the present time. Again, could the strike for union recognition be regarded as a dead issue at this time there would be no possibility for declaration of an emergency for bus operation. Street cars would be taking care of all patronage in Buffalo and there would be no petition for bus operation.

As a matter of fact, the lockout is yet a very live issue in Buffalo. In fact, it is more alive today than it was the day the lockout was declared to exist under date of July 1, 1921. Were the strike a dead issue, there would be no heading of propaganda with the words, "Employees armed in Buffalo." The press agent of the company puts it this way: "Loyal employees of the International Railway, who are now operating cars in Buffalo, have been armed with revolvers because of the frequent attacks which are now being made upon the cars and their crews by striking employees and their sympathizers. County Judge Thos. H. Noonan has issued permits to carry firearms to a large number of platform employees of the International. * * * He said that permits in each and every case are granted only when an official of the traction company vouches for the applicant." If the real facts were known about certain employees of the Buffalo street railway company, it would likely be learned that they have been carrying explosives of a more deadly character. The presumption is that it would also be learned that officials of the traction company were well aware of it.



LATE BROTHER GEO. A. BYRD,
Div. No. 749, Dayton, Ohio

Brother Geo. A. Byrd, a popular member of Division No. 749, Dayton, Ohio, on December 24, became the victim of the operation of one-man cars. Brother Byrd was operating his car on Main St. when the trolley left the wire. As is the case with one-man cars, the operator is compelled to leave the front end in such cases and leave his car in darkness to return to the rear end to replace his trolley. While thus employed, a car operating from the rear in the darkness, upon which the operator could not observe the darkened car ahead, crashed into the darkened car, crushing Brother Byrd between the two. The bone of his right leg was crushed, necessitating its amputation close to the body. The above is a recent picture of Brother Byrd and his two children, who are left orphans by his untimely death.

SUCCESSION OF FOURTEEN ONE-MAN CAR HOLD-UPS

The Illinois State Register, Springfield, Ill. of date of Nov. 16, 1922, under the heading: "Police Grill Boy Bandits, who Killed Car Operator," presents a record of hold-ups of one-man car operators, while on duty in Springfield, Ill., showing that from May 31, 1921, about the beginning of the operation of one-man cars in Springfield, 14 hold-ups of operators have taken place. The chronological schedule of hold-ups and amounts taken is given as follows:

May 31, 1921, West Washington Street Line Car, \$21.60.
June 17, 1921, South Second Street Line Car, \$17.34.

August 14, 1921, South Eighth St. Line Car, \$19.78.

August 28, 1921, West Washington St. Line Car, \$26.34.

September 23, 1921, South Second Street Line Car, \$18.95.

November 9, 1921, South Second Street Line Car, \$22.79.

November 12, 1921, W. Washington St. Line Car, \$26.74.

January 22, 1922, South 8th St. Line Car, \$18.12.

January 23, 1922, South Second Street Line Car, \$17.27.

February 14, 1922, South 8th St. Line Car, \$18.00.

February 17, 1922, South Second St. Line Car, \$23.36.

February 17, 1922, W. Washington St. Line Car, \$26.64.

October 7, 1922, South 14th St. Line Car, \$45.00.

November 13, 1922, South 8th St. Line car, \$24.08.

LABOR NOT THE ONLY SERIOUS ITEM

A study of recent data on 103 large city street railways in the U. S., as compared with the mileage cost upon the Detroit Street Railways, shows the Detroit property to be remarkably favored as the system operated under the least mileage expense. The operating expenses of the 103 city street railway properties are reported to be as follows:

Ways and structures.....	.046
Equipment.....	.042
Power.....	.049
Conducting transportation.....	.156
Traffic.....	.006
General Expenses.....	.044
Total.....	.343

The expenses of the Detroit city street railways are given as follows:

Ways and structures.....	.0364
Equipment.....	.0279
Power.....	.0353
Conducting Transportation.....	.1416
Traffic.....	.0001
General Expenses.....	.0288
Total.....	.2701

It will be seen by the comparative figures that every item of expense per car mile for the 103 cities exceeds the figures applying thereto in the operation of the Detroit street railways. The total figures of all items shows that the average cost per mile as reported by the 103 railways, is 27 per cent greater. This average added cost of operation of the 103 properties in excess of the operating expense in Detroit cannot be regarded as an excessive labor expense as the Detroit street railways stands third in wage rates to trainmen. The wage rate to motormen and conductors on the Detroit City property after the first year of service, is 62½ cents per hour for 8 hours, and 75 cents per hour for time worked in excess of 8 hours.

MONTGOMERY, ALA., AGREEMENT

**STATE OF ALABAMA:
MONTGOMERY COUNTY:**

THIS AGREEMENT, made and entered into this 1st day of September, 1922, by and between S. B. Irelan, as Receiver for the Montgomery Light & Traction Company, his successors and assigns, party of the first part (hereinafter referred to as the "Company", and Division No. 765 of Amalgamated Association of Street and Electric Railway Employees of America, party of the second part (hereinafter referred to as the "Association"), WITNESSETH:

Whereas, it is of advantage to the Company and to the men that the present amicable relations and understanding should continue; and

Whereas, the Company in the employment of men for the positions of conductors and motormen desires to select and employ only sober, reliable and capable men for the operation of its cars; and

Whereas, the business of the Company in the operation of its street cars is a public one and should be so conducted that the best results may follow to both parties to this agreement; and

Whereas, it is the duty of both Company and the employees thereof to the public that there should always be good service to it, and that there should be no strikes by the employees or lock-outs or cessation of service by the Company:

NOW, THEREFORE, it is agreed:

1. That the employees of the Company shall be given preference of runs according to seniority in the service, merit and ability, that is to say: as between any two or more men where other things are equal seniority in the service shall have preference.

2. Both parties mutually agree to meet and treat with each other through their properly accredited officers or committees at all times as to any questions of grievances.

3. This agreement and the provisions hereof shall be in effect from September 1st, 1922 until September 1st, 1923, and year to year thereafter, unless either party notifies the other party not more than thirty days and not less than fifteen days prior to the expiration of one year of any changes or eliminations of any sections that may be desired.

4. Any grievances on the part of the employees of the Company or any one of them that cannot be satisfactorily adjusted shall be submitted to a temporary board of arbitrators, which board shall be selected in the following manner: One member shall be selected by the Company, one member by the Association, and the third member shall be selected by the two so selected; and in the event such two members cannot agree upon the third member, it is agreed that the third member shall be appointed by the Judge of the United States District Court for the Middle District of Alabama. Each party must name its arbitrator within five days from the time of receiving notice thereof from the other party, and within five days after both parties have selected their arbitrator, the third member shall be chosen and the taking of testimony begun. Each party to this agreement shall bear the expense of its arbitrator, respectively, and both parties shall jointly bear the expense of the third arbitrator, and both parties to this agreement agree that it will abide by the results of the arbitration in good faith.

5. All motormen and conductors of the Company, so long as they are in the service of the Company, shall be entitled to free transportation over all of its lines owned and operated by it according to the Rules and Regulations of the Company.

6. Any member of the Association shall be granted a leave of absence, without pay, whenever his duties to the local Association or the International Association require his attendance, provided due and timely request is made for such leave of absence, and if any member who now holds office or shall hereafter hold an office in the Association which requires his absence from the Company's service, he shall upon retirement from such office be placed in his position with the Company without any loss of seniority rights.

7. No employee of the Company must be called to account for any offense against the rules of the Company later than five days after the alleged offense has been known to the officers of the Company, and after the expiration of such five days from such knowledge the alleged offense shall be considered waived by the Company, unless such employee is given notice of such charge. The employee summoned shall lose no more time from his regular

run than is actually necessary, and if found to be not guilty of the alleged offense he shall be reimbursed for any lost time.

8. If an employee is summoned before an officer of the Company on a charge of violation of any of the rules of the Company he shall, if he so desires, have such charges referred to the Grievance or Executive Committee of the Association, and shall, if he so requests, have time after hearing the charges, not exceeding five days, to prepare an answer to such charge or charges, and if he so desires shall be entitled to an adviser or advisers and an adjournment of the hearing for a reasonable time if such adjournment is necessary to enable him to properly prepare and present his defense. Final decision shall be rendered within one week, and if he is found not guilty of the charges, he shall be reinstated to his former position.

9. The Association, party of the second part, shall have a right to prefer charges against any member of the Association, who is an employee of the Company, for violation of its reasonable laws and rules, and if it shall request his suspension in writing signed by the officers of the Association, the Company shall suspend him from the service without pay until such time as the Association shall request his reinstatement.

10. The Company agrees that regular crews will have their regular assigned cars, except when it is necessary for said cars to be in the shop for repairs, or when it is necessary to use double-truck cars for emergency service.

11. Nine hours constitute a day's work for conductors and motormen, and the Company agrees not to call upon the employees of the Company for extra work except in case of sickness, accident or other casualty causing a shortage of men. The Company agrees to pay time and one-half for the Fourth of July, Armistice Day, Thanksgiving Day and Labor Day and double time on Christmas Day. Any man called to duty for special work shall receive pay for not less than two hours.

12. Both parties hereby agree to the present established schedule of wages, as follows:

For men up to six months' service, thirty-nine cents per hour; from the end of the first six months until the end of the first year, forty cents per hour; from twelve to eighteen months, forty-one cents per hour; from 18 to 24 months, forty-two cents per hour; from twenty-four months to thirty months, forty-three cents per hour; after which time, forty-four cents per hour. And the employees operating one-man cars shall be entitled to three cents an hour in addition to what their pay otherwise would have been. These rates shall apply to all employees of the Company, except that the Company shall have the right to re-employ men who have formerly been in its service on the basis of credit for past service. Provided however, that the rates of pay herein specified shall become effective on the morning of September 1st, 1922, and remain in force until September 1st, 1923.

13. Any man employed either as motorman or conductor in the future shall be on probation for thirty days from the date of employment, and if he does not then apply for membership in the Association he shall not be employed by the Company. The Association agrees to co-operate with the Company in an honest endeavor to supply sufficient men for the service needed by the Company in the operation of its cars at all times.

14. All motormen and conductors shall receive the same punishment for "miss-outs,"—for the first "miss-out" within thirty days, he shall serve two days at the bottom of the extra list; for the second "miss-out" within the same thirty days he shall be given four days at the bottom of the extra list; for the third "miss-out" within the same thirty days, he shall receive six days at the bottom of the extra list; and if guilty of more than three "miss-outs" during the thirty days, without good excuse, he may be discharged or otherwise punished by the Company.

IN WITNESS WHEREOF, the said S. B. Irelan, as Receiver for said Montgomery Light & Traction Company, and his successors and assigns, has hereunto set his hand and seal, after being duly authorized to do so by an order of the United States District Court for the Northern Division of the Middle District of Alabama, and the party of the second part has caused this instrument to be signed in the behalf of all of its members in its own name by its duly accredited officers, after full authority to do so from the proper authorities of said organization, on this day and year first above written

Nu-Way

STRETCH

Suspenders and Garters

Sold and guaranteed by leading dealers. Millions wear them. No rubber. Lots of comfort and easy stretch from Phosphor Bronze Springs. Year's guarantee. Suspenders, 50c; Garters, 50c; Hose Supporters, 50c.

ACCEPT NO SUBSTITUTES! Nu-way name on buckles. Send direct, giving name of dealer if he hasn't them.

NU-WAY STRETCH SUSPENDER CO., Mfrs.
Dept. 62001 Adrian, Mich.



the same being executed in duplicate, each party retaining a copy.

Witness:
D. B. OWEN.

S. B. IRELAN,
As Receiver for Montgomery
Light & Traction Company.
B. R. BOOTH, Pres.
H. C. MANN,
E. STEPHENS,
E. B. CLIFTON,
W. A. PENTON.
Div. 765 A. A. of S. &
E. R. E. of A.

Approved by
J. B. LAWSON,
Member G. E. B.

LABOR AND LOW EXCHANGES

International Labour Conference Calls for Inquiry

"Does a depreciated exchange bring with it a lower standard of living?" was a question raised at the Fourth Session of the International Labor Conference which has just finished at Geneva, and, by 59 votes to none the Conference, which is composed of Government Employees' and Workers' representatives, decided to instruct the International Labor Office to conduct an investigation which will throw light on this question in Germany and other countries with a seriously lowered exchange.

The resolution, which was proposed by the workers' delegates present, and was adopted by the Conference, is as follows:

"The Conference, having regard to the very marked unrest among the workers, due to the recent fall in the standard of life in certain countries."

"Having regard to the fact that such fall in the standard of life proceeds in conformity with the continual depreciation of the exchange in certain countries, as, for instance, in Germany."

"Having regard to the fact that in such countries there is a danger that the deterioration of the conditions of life may bring the population and hence the workers, into dire straits, and may even imperil the coming generation."

"Having regard to the great number of workers affected by this state of affairs which is capable of spreading into other countries."

"Having in mind Part XIII of the Treaty of Versailles, and in particular of the words 'the provision of an adequate living wage,'

A Stove for A Dime

Why eat cold meals while on the job? Use this convenient stove for preparing a hot meal or a cup of tea or coffee. Hundreds of uses for this little stove. Gives you heat in an instant when needed, in door or out.

STERNO

Canned Heat

Folding STOVE



Send this adv and 10c to Sterno Corp., 9 East 37th St., New York City, Dept. R-3, and stove will be sent prepaid.

PILES

DON'T BE CUT

Until You Try This Wonderful Treatment

My internal method of treatment is the only correct one, and is sanctioned by the best informed physicians and surgeons. Ointments, salves and other local applications give only temporary relief.

If you have piles in any form write for a **FREE** sample of Page's Pile Tablets and you will bless the day that you read this. Write today.

E. R. Page, 307B Page Bldg., Marshall, Mich.

"Instructs the International Labor Office to make a documentary investigation into the standard of working class life in relation to the pre-war standard in Germany and the other countries with a seriously depreciated exchange, in order to throw light upon the situation and to ascertain the means already adopted or contemplated in such countries for securing the workers an adequate living wage."

The National Council for Reduction of Armaments, Washington, D. C., has issued a pamphlet entitled, "War on War." In it is contained the cost of the World War, as follows:

"Total deaths in battle.....	9,998,771
"Number wounded.....	20,297,551
"Prisoners and missing.....	5,983,600
"Total cost	
(in human labor)	\$337,946,179,657.00"

FASHION ARTICLE

The latest models, both dress and wrap, show a lavish use of braid for decoration. Soutache seems a special favorite. It appears in wide borders on skirts and bell sleeves. In lines, close together, it appears on collars in bertha style, and also on hip bands and belts.

Contrasting facings are also seen on many of the new gowns. These facings may be from 12 to 18 inches deep.

An outstanding style of the season is the use of all over embroidery material with plain fabrics.

One sees dresses with the waist of embroidery and the skirt of plain cloth or satin or velvet.

In keeping with the beautifully colored embroideries are the lovely printed silks now in evidence for separate blouses. They are attractive with a brown, blue or black skirt. These blouses may be in slip on style, in middy fashion, or made in jacquet effect, with a snug hip band.

The return of the bertha will have some influence on blouse fashions.

The bandana handkerchief is being used for waists and blouses, as well as for girdle effects on simple serge frocks.

Figured crepe de chine was combined with plain crepe for a dress made with long slashed panels, that showed the plain material beneath.

The skirt of wool crepe may be prettily trimmed with velvet ribbon.

A frock of broad cloth is trimmed with velvet in deep folds over the front of the waist, and falling in graceful cascades at the sides of the skirt.

Shaped godets give circular flare to the skirt of a dress of blue broad cloth. Colored chenille embroidery trims the godets, and the sleeves of the long waist.

A suit of velvetyne has a double border of silk braid in spiral effect. The design is again repeated on the panel waist coat of the semi-fitted jacket.

A coat of evora cloth in a new shade of gray, is made with convertible cowl collar. The sleeves are wide and finished with deep cuffs of self material. The fronts are lapped slightly in closing.



4217. Ladies' Dress.

Cut in 7 Sizes: 36, 38, 40, 42, 44, 46 and 48 inches bust measure. A 38 inch size requires 3 $\frac{3}{4}$ yards of 54-inch material. The width at the foot is 3 $\frac{3}{4}$ yards (with plaits extended). Price 12 $\frac{1}{2}$.

4219. Misses' Dress.

Cut in 3 Sizes: 16, 18 and 20 years. An 18 year size requires 3 $\frac{3}{4}$ yards of 54-inch material. The width at the foot without lapped part of front is 2 $\frac{1}{4}$ yards. Price 12 $\frac{1}{2}$.

3622. House or Porch Dress.

Cut in 7 Sizes: 34, 36, 38, 40, 42, 44 and 46 inches bust measure. A 38-inch size will require 7 yards of 27-inch material. The width of the skirt at the foot is 2 $\frac{1}{4}$ yards. Price 12 $\frac{1}{2}$.

4213. Ladies' Apron.

Cut in 4 Sizes: Small, Medium, Large and Extra Large. A Medium size requires 3 $\frac{3}{4}$ yards of 36-inch material. Price 12 $\frac{1}{2}$.

3956-4221. Girls' Blouse and Knickers.

Blouse 3956 cut in 7 Sizes: 4, 6, 8, 10, 12, 14 and 16 years. Knickers 4221 cut in 5 Sizes: 8, 10, 12, 14 and 16 years. To make the costume for a 14 year size will require 5 yards of 32-inch material. TWO separate patterns, 12 $\frac{1}{2}$ FOR EACH pattern.

4202. Junior's Dress.

Cut in 3 Sizes: 12, 14 and 16 years. A 14 year size requires 2 $\frac{3}{4}$ yards of 54-inch material. Price 12 $\frac{1}{2}$.

2970. A Set of Pleasing Toys for the Nursery.

Cut in 1 size. Either style requires $\frac{1}{4}$ yard of 27-inch material. Price 12 $\frac{1}{2}$.

4200. Child's Dress.

Cut in 5 Sizes: 1, 2, 3, 4 and 5 years. A 4 year size requires 2 $\frac{3}{4}$ yards of 32-inch material. Price 12 $\frac{1}{2}$.

FASHION BOOK NOTICE

Send 12 $\frac{1}{2}$ in silver or stamps for our Up-to-Date Fall and Winter 1922-1923 Book of Fashions, showing color plates, and containing 500 designs of Ladies', Misses' and Children's Patterns, a Concise and Comprehensive Article on Dressmaking. Also Some Points for the Needle (illustrating 30 of the various, simplest stitches) all valuable hints to the home dressmaker.

Send 12 $\frac{1}{2}$ in silver or stamps for our UP-TO-DATE FALL AND WINTER 1922-23 BOOK OF FASHIONS.

Send all orders for patterns and catalog direct to the Beauty Pattern Company, Dept. M. C., 1188-90 Fulton Street, Brooklyn, N. Y. Be sure to give number and bust and waist measure for ladies' patterns and number and age for children's patterns.

Where two numbers appear on one design, two patterns are illustrated and 12 $\frac{1}{2}$ should be forwarded for each. Ten days should be allowed for delivery of patterns.

HIGH GRADE KNIFE \$1.00

Introduction Offer—Full size knife with any design wanted mailed for \$1.00. For 25c extra your name and address put on knife. This does not obligate you to act as agent.
Size 3 1/2 inches.



EASY MONEY \$75 to \$200 Monthly

All or Spare Time
DISTRICT SALESMEN wanted to introduce novelty knives and razors. One side shows owner's name and address; the other any design selected, emblems used by Societies, Fraternal, Labor and Railroad orders, etc. Blades finest steel, handles clear as glass and unbreakable. Every knife guaranteed. Permanent employment and exclusive territory to those willing to give most of their time. If you are earning less than \$1200 yearly, let us show you how to make more. These knives make fine Birthday and Holiday PRESENTS.

NOVELTY CUTLERY CO.
343 Bar Street
Canton, Ohio

Are You Equipped to Win Success?

Here is your opportunity to insure against embarrassing errors in spelling, pronunciation, and poor choice of words. Know the meaning of puzzling war terms. Increase your efficiency, which results in power and success.

WEBSTER'S NEW INTERNATIONAL

DICTIONARY is an all-knowing teacher, a universal question answerer, made to meet your needs. It is in daily use by hundreds of thousands of successful men and women the world over.

400,000 Words. 2700 Pages. 6000 Illustrations. 12,000 Biographical Entries. 30,000 Geographical Subjects.

Grand Prize, (Highest Award)
Panama-Pacific Exposition.

REGULAR and INDIA-PAPER Editions.

WRITE for Specimen Pages. FREE Pocket Maps if you want this paper.

G. & C. MERRIAM CO.

Springfield, Mas., U. S. A.



Free to Asthma and Hay Fever Sufferers

Free Trial of Method That Anyone Can Use Without Discomfort or Loss of Time.

We have a method for the control of Asthma, and we want you to try it at our expense. No matter whether your case is of long standing or recent development, whether it is present as Chronic Asthma or Hay Fever, you should send for a free Trial of our method. No matter in what climate you live, no matter what your age or occupation, if you are troubled with Asthma or Hay Fever, our method should relieve you promptly.

We especially want to send it to those apparently hopeless cases, where all forms of inhalers, douches, opium preparations, fumes, "patent smokes," etc., have failed. We want to show everyone at our expense, that our method is designed to end all difficult breathing, all wheezing, and all those terrible paroxysms.

This free offer is too important to neglect a single day. Write now and begin the method at once. Send no money. Simply mail coupon below. Do it Today—you even do not pay postage.

FREE TRIAL COUPON
FRONTIER ASTHMA CO., Room 422y
Niagara and Hudson Sts., Buffalo, N. Y.
Send free trial of your method to:

.....
.....
.....

Don't Wear a Truss

BE COMFORTABLE—Wear the Brooks Appliance, the modern scientific invention which gives rupture sufferers immediate relief. It has no obnoxious springs or pads. Automatic Air Cushions bind and draw together the broken parts. No salves or plasters. Durable. Cheap. Sent on trial to prove its worth. Beware of imitations. Look for trade-mark bearing portrait and signature of C. E. Brooks which appears on every Appliance. None other genuine. Full information and booklet sent free in plain, sealed envelope.



MR. C. E. BROOKS

BROOKS APPLIANCE CO., 1008 State Street, Marshall, Mich.

Don't Endure PILES



Don't be cut. Let me send you at my risk, my mild soothing, guaranteed, combination treatment for Bleeding, Itching and Protruding Piles. Has proven a genuine blessing in thousands of cases. Full treatment sent at my risk. Write today. **Send no money**.
H. D. POWERS, Dept. 262
BATTLE CREEK, MICHIGAN

Stop Pyorrhea



Save Your Teeth Before It Is Too Late

Amosol—The New Scientific Discovery kills Pyorrhea germs and heals gums quickly. Guaranteed. Sore or bleeding gums and loose teeth, sure signs of dangerous Pyorrhea, lead to loss of teeth, Rheumatism, Neuritis, etc. Send for

Free Trial Treatment

Write Today. Thousands are sending. Stop Pyorrhea Now. Delays are dangerous. Simply send name and address and say:—"I want to Try Amosol."

STRONG'S LABORATORIES,
311 N. Market Street, Dept 477, Chicago, Ill.

PATENTS—Write today for FREE instruction book and Evidence of Conception blank. Send sketch or model for examination and opinion; strictly confidential. No delay in my offices; my reply special delivery. Reasonable terms. Personal attention. Clarence O'Brien, Registered Patent Lawyer, 513 Southern Building, Washington, D. C.



High
Ball!

Never start a run without Murine. Use it often to Protect your Eyes against the Hurtful Effects of Cinders, Coal Gas, Dust and Wind. This Convenient Lotion Soothes, Cleanses and Refreshes. Contains no Harmful Ingredients. Sold by Druggists Everywhere.

Send for FREE Book on Eye Care
Murine Eye Remedy Co., Dept. AA, Chicago

MURINE
FOR YOUR EYES

Cured His Rupture

I was badly ruptured while lifting a trunk several years ago. Doctors said my only hope of cure was an operation. Trusses did me no good. Finally I got hold of something that quickly and completely cured me. Years have passed and the rupture has never returned, although I am doing hard work as a carpenter. There was no operation, no lost time, no trouble. I have nothing to sell, but will give full information about how you may find a complete cure without operation, if you write to me, Eugene M. Pullen, Carpenter, 12J Marcellus Avenue, Manasquan, N. J. Better cut out this notice and show it to any others who are ruptured—you may save a life or at least stop the misery of rupture and the worry and danger of an operation.

Agents: 90c an Hour



Introduce "Soderase." A new wonder. A pure solder in paste form. Works like magic. Stops all leaks. For mending water buckets, cooking utensils, milk pails, water tanks, tin roofs—everything including granite ware, agate ware, tin, iron, copper, zinc, etc.

Quick Sales—Nice Profit

Everybody buys. Housewives, mechanics, electricians, jewelers, plumbers, tourists, automobilists, etc. No leak too bad to repair. Just apply a little "Soderase," light a match and

that's all. Put up in handy metal tubes. Carry quantity right with you. Write for money-making proposition.

AMERICAN PRODUCTS CO., 7120 American Bldg., Cincinnati, Ohio

CURED HIS RHEUMATISM

"I am eighty-three years old and I doctored for rheumatism ever since I came out of the army, over 50 years ago. Like many others, I spent money freely for so-called 'cures' and I have read about 'Uric Acid' until I could almost taste it. I could not sleep nights or walk without pain; my hands were so sore and stiff I could not hold a pen. But now I am again in active business and can walk with ease or write all day with comfort. Friends are surprised at the change." You might just as well attempt to put out a fire with oil as try to get rid of your rheumatism, neuritis and like complaints by taking treatment supposed to drive Uric Acid out of your blood and body. It took Mr. Ashelman fifty years to find out the truth. He learned how to get rid of the true cause of his rheumatism, other disorders, and recover his strength from "The Inner Mysteries," now being distributed free by an authority who devoted over twenty years to the scientific study of this trouble. If any reader of "The MOTORMAN AND CONDUCTOR" wishes "The Inner Mysteries of Rheumatism" containing facts overlooked by doctors and scientists for centuries past, simply send a post card or letter to H. P. Clearwater, No. 32-J Street, Hallowell, Maine. Send now, lest you forget! If not a sufferer, cut out this notice and hand this good news and opportunity to some afflicted friend. All who send will receive it by return mail without any charge whatever.

Price List of Association Supplies

Official Seal	\$5.50
Propositions for membership blanks, per 100	.50
Rituals, each	.35
Withdrawal cards, each	.65
Traveling cards, each	.65
Duplicate report books, each	2.00
Constitutions, in lots of 100 or more, per 100	4.00
Constitutions, in lots of less than 100, each	.65
Financial secretary's order book on treasurer	.35
Treasurer's receipt book	.35
Association badges, rolled gold, each	.50
Association badges, solid gold, each	1.10
Association buttons, gold plate, each	.30
Association buttons, rolled gold, each	.50
Association buttons, solid gold, each	1.10
Emblem cuff buttons, per pair	1.10
Emblem the clasps, each	.70
Association charms, each	1.10
Association lockets, each	1.75
Cuts of official seal for use on printed matter, plain, each	.35
Cuts of official seal, with flag design	2.00
Transfer Cards, each	.05
Recording secretary's minute books 300 pages	1.25
Gilt Seals, per box 50	.50
Loose leaf membership ledgers. Ruled and printed on both sides, providing for a 12 year record of the payment of dues by your members.	
Loose leaf post binder, canvas with leather corners, each	4.50
Price of sheets, in lots of less than 100, each	.025
In lots of 100, or more, per 100	2.50
In lots of 500, or more, per 500	11.00
In lots of 1000, or more, per M	20.00

All orders must be accompanied with express, postoffice money orders or draft. No personal checks accepted. Otherwise supplies will not be forwarded.

Rapid Ready Change Maker

LEVER OPERATED

(Model 1921)

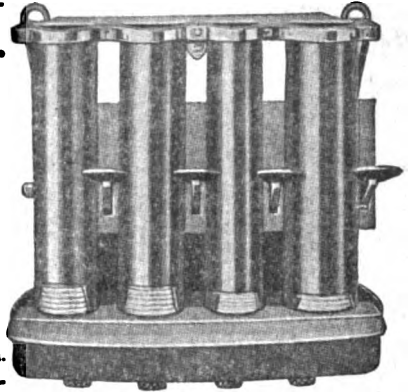
After twenty-five years experience manufacturing change carriers, being the first to originate such a device, we offer our new model, which by a simple adjustment throws ONE to FIVE coins from one or all tubes in any combination wished.

Holds fifty per cent more coins than other makes, with many new features not possible in others that speed up fare collections. No springs to get out of order, will never rust or tarnish. Agents most cities, where not, will send for \$4.25. One style does for quarters, dimes, nickels or pennies. Our Slip Carrier, so well known is \$2.50 either style, nickels or pennies.

A. F. NELSON, MFR.

907 N. Front St.,
Harrisburg, Pa.

Agents wanted
Special prices.



J. L. LYNCH

MEMBER DIV. 341

MANUFACTURERS OF

Union Buttons, Badges

Banners, Flags

325 W. MADISON STREET, 4th Floor
MADISON TRUST BLDG., CHICAGO, ILL.



Detroit Regulation
Motorman and Conductor's

UNIFORMS

Standard-weight, fast-
color serge of guaran-
teed dependability

Formerly \$28.50—now

\$25

Union-made, expressly for M. U. R.,
D. U. R. and M. O. car men. Three-ply
properly padded, shape-retaining coat
fronts; linings of best sea-island cotton;
chamois arm-pit sweat-shields; closely
woven drill or duck non-sagging pock-
ets. (Conductor's suits leather trimmed
at points of wear.) We'll fit you—wheth-
er tall, short, slim, stout or extra large.

Extra fine quality serge Uniforms
\$33.75

Clayton's

Clothing Hats Furnishing
Michigan at Shelby since 1883

**TRACTION
UNIFORMS**

UNION MADE

Write for Catalogue
Samples & Prices.

**The Fechheimer
Bros. Co.**

CINCINNATI, OHIO

For Twenty Years we
have issued this Union
Stamp for use under our



COLLIS LOVELY, General President

Voluntary Arbitration Contract

OUR STAMP INSURES:

Peaceful Collective Bargaining
Forbids both Strikes and Lockouts
Disputes Settled by Arbitration
Steady Employment and Skilled Workmanship
Prompt Deliveries to Dealers and Public
Peace and Success to Workers and Employers
Prosperity of Shoe Making Communities

As loyal union men and women, we ask you to demand shoes bearing the
above Union Stamp on Sole, Insole or Lining.

**Boot and Shoe Workers'
Union**

246 Summer Street, BOSTON, MASS.

CHARLES L. BAINE, General Secretary-Treasurer

THE PEOPLES STATE BANK

MEMBER FEDERAL RESERVE BANK

Capital, Surplus and Undivided Profits \$14,000,000



Twenty-six branches conveniently located bring the service of this great institution directly to your door.

BRANCHES

HARPER AND TOWNSEND
7679 JEFFERSON WEST
BAKER AND TWENTY-THIRD
MICHIGAN AVENUE AND JUNCTION
MICHIGAN, CORNER ADDISON
WARREN AVENUE AND THIRTIETH ST.
GRAND RIVER AND BROOKLYN
GRAND RIVER AND HOLMUR
CLARKMOUNT AND LINWOOD
1523 WASHINGTON BOULEVARD
WOODWARD, CORNER PIQUETTE
OAKLAND AND KENILWORTH
WOODWARD AND ALEXANDRINE

FERNDALDE AND LAWNDALDE
HASTINGS, CORNER ERSKINE
GARFIELD, CORNER RUSSELL
RUSSELL, CORNER LYMAN
GRATIOT, CORNER RIOPELLE
CHENE, CORNER MILWAUKEE
CANTON, CORNER GRATIOT
FISCHER, CORNER GRATIOT
MACK, CORNER BALDWIN
FOREST AND CADILLAC
KERCHEVAL AND LAKEVIEW
JEFFERSON, CORNER BENITEAU
TWELFTH AND SEWARD

To be well dressed and
neat in appearance, order

BATCHELDER MADE UNIFORMS



QUALITY & STYLE MAKE
BATCHELDER MADE UNIFORMS
A SOURCE OF SATISFACTION
TO EVERY WEARER.

For Sale by Dealers

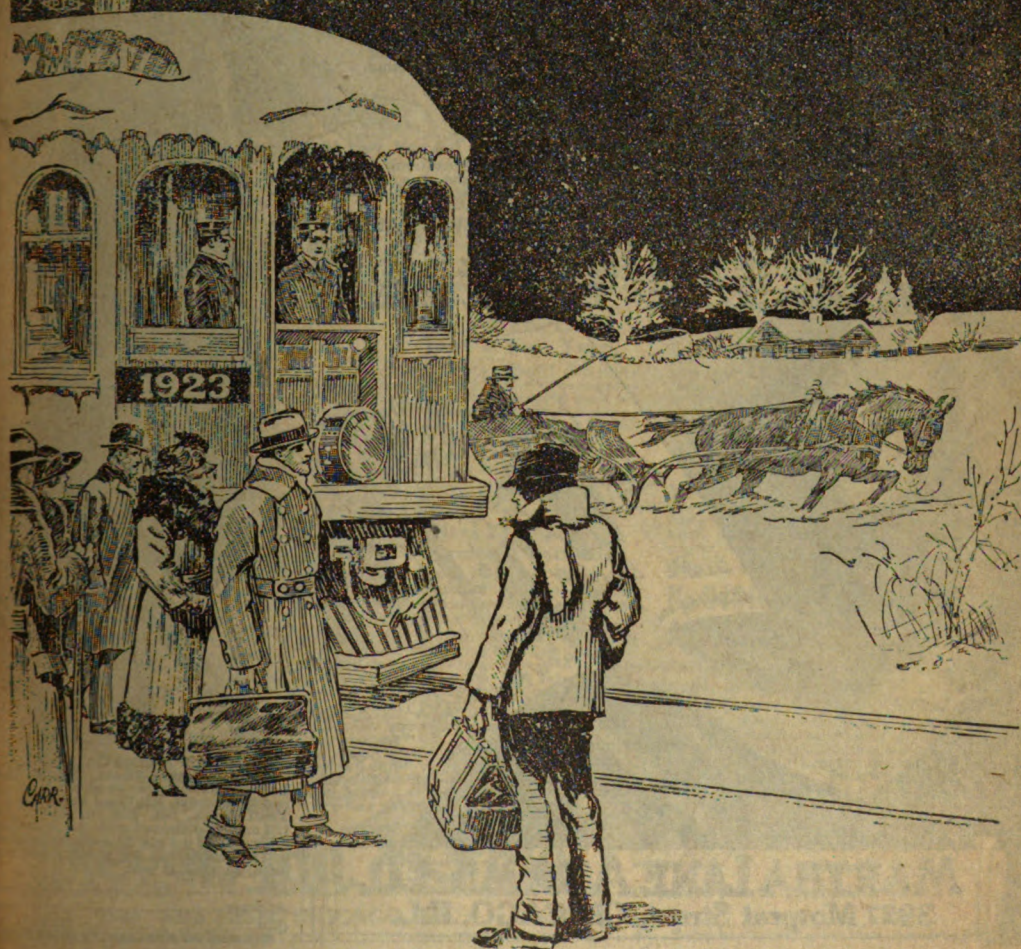
WRITE FOR SAMPLES

FRED M. BATCHELDER CO.
68 HARRISON AVENUE
BOSTON

323 W. JACKSON BLVD.
CHICAGO

The MOTORMAN AND CONDUCTOR

"Freedom Through Organization"



A Dollar will put Yourself in Her Place

NO MATTER who you are or where you live; no matter what your circumstances may be or how little or how much you spend on clothes, I think I can make it all a little pleasanter, easier and more satisfactory in the future.

Whatever dreams of stylish clothes you may have, here is an opportunity to make your dream come true. However much you have ever admired some woman of your acquaintance for the clothes she wears, here is an opportunity for you without trouble or bother or extra expense to put yourself in her place.

One Example Among Thousands

On this page I show you a perfectly lovely little model in one of the season's newest fashions, exquisitely tailored in all-wool Poiret Twill. It is a gem of a style. And as you examine it on the fashion figure you may wonder how you would look in her place. I'd love to actually put you in her place without promise or obligation, without expense or risk of any sort to you.

Pin a Dollar to the Coupon

For just one dollar with your request, I'll send you this dress, postage prepaid, in your proper size, to examine as carefully as you please, to try on to your heart's content. The dollar that you send me brings the dress delivered to your home without one further penny's outlay, without the bother of any C. O. D., without even a thought of money until you decide you want it and to keep it.

Take All Spring and Summer To Pay

If you find you would rather return it, do so without question. I'll refund your dollar at once. I'll also pay the return

express. Money is the last thing you really need to worry about, because if you are delighted, you can pay balance of my bargain price almost as you please. I want you to spread the cost over all this Spring and Summer, taking a full six months, paying little by little in small sums, evenly divided, coming a month apart.

My whole business is conducted in exactly the same manner as this one example.

A Postal Card Brings My Free Style Book

This advertisement is intended simply as an example of my styles, my prices, my credit and my terms. My newest Style Book shows thousands of beautiful fashions, wonderfully complete departments in all lines of women's wear, as well as for the boys, little girls, misses and infants. It is by far the finest and biggest book I have ever issued. It is nearly double the size of former seasons.

All Selections Sent Prepaid on Approval

With it, for a dollar or two, you can make every dress dream come true. Everything will be sent you postage prepaid on approval. There will never be any embarrassment or red tape. I always allow a full half year to pay. This being my greatest book, I anticipate a much larger demand than ever before, so please ask for your copy early. A plain letter or a postcard is enough.

HERE ARE A FEW DEPARTMENTS:

Aprons	Wraps	Hair	Shoes
Baby Needs	Coats	Goods	Skirts
Bathrobes	Corsets	Kimonos	Suits
Bloomers	Dresses	Lingerie	Sweaters
Children's	Furs	Millinery	Underwear
and Boys' Wear	Gloves	Raincoats	Petticoats
	Hosiery		Waists

All Wool Poiret Twill Dress

The fabric is all wool Poiret Twill exceptionally tailored. It is set off with an all around collar of dainty lace. Elbow length bell sleeves have attractive knife pleated cuffs. A distinctive all around narrow self material belt, falling in streamers in front, is ornamented with fancy metal buttons. Side panels, pleated to match cuffs, drop loosely from the belt at sides to below the hem of skirt. Yoke underlining of good grade satin finish cotton that wears excellently. Dress closes at sides with snap fasteners. Color: Navy Blue only. Sizes: Misses 14, 16, 18 and 20 years and Women's 24 to 44 bust measure.

E5C10 \$1 with coupon, \$2 monthly, \$13.85



MARTHA LANE ADAMS CO.
3927 Mosprat Street, CHICAGO, ILL.

Martha Lane Adams Co.
3927 Mosprat Street, Chicago, Ill.
I enclose \$1. Send me on approval, postage prepaid, All Wool Poiret Twill Dress, No. E5C10. Size.....
If I am not delighted with the dress, I'll return it and get my \$1 back. Otherwise, I'll pay easy terms, \$2 monthly until total price, \$13.85, is paid.
Name.....
Address.....
City..... State.....
Also send me your Latest Free Style Book

\$100 Brings 9^{FT} x 12^{FT} Congoleum Rug and 3 Small Rugs to Match—

All Four
only

\$15²⁵

Less than the
Price of One

The price

of the famous

Congoleum Gold Seal

Art Rug is just as well
known, absolutely as
standard, as sugar, salt or
flour used to be.

Go anywhere, look everywhere,
in stores, catalogs, magazines and
newspapers—and once more refresh your
memory of the actual universal standard
price of a full size Gold Seal Congoleum Art Rug.

Here we bring you not one rug alone, but
four—and all four for less than the regular price of
one. A full room size, 9 foot by 12 foot, Congoleum
Rug and three small companion Congoleum Rugs to
match—each small rug 18 x 36 inches.

30 Days Free Trial

We'll send all four rugs on trial for 30 days. We want
you and urge you to put them down on the floor and use them for a whole month—
free of expense and without promise or obligation of any kind.

We guarantee that if you
would rather return the rugs af-
ter making this kind of a trial,
just say so and send them back.
We will refund to you every penny
of transportation charges,
both going and coming.

Pay Little by Little Take a Full Year

And that's not all! No mat-
ter who you are, or where you live—regard-
less of your circumstances—we'll send all
four rugs immediately, without waiting,
red tape or bother, for just a dollar pinned
to the coupon.

And we'll wait a year for the balance
of the money. If you keep your rugs after
making a 30 day's trial, you can pay little by
little, almost as you please, taking a full
year. That's the way we sell everything.

The Most Famous of All Congoleum Patterns

Congoleum Gold Seal Art Rugs are
rapidly becoming the national floor covering
—universally used in the kitchen, bathroom
and dining room in good homes.

They lay flat from the very first moment
without fastening. They never curl
or kick up at edges or corners. No
need to tack them down. Dirt can-
not accumulate underneath.

Less work. Congoleum floors
mean less worry and no back break-
ing drudgery. Dirt, ashes, grit, dust
or mud cannot "grind into" Con-
goleum Rugs, because the surface
is hard and does not absorb. A damp
rag keeps a Gold Seal Congoleum
Art Rug clean and doesn't hurt it.

Waterproof. These rugs are guaran-
teed waterproof. There is no burlap in Gold
Seal Congoleum Art Rugs for water to
rot. The surface is hard and smooth and
wear resisting.

This stunning pattern is a superb tile
design that looks exactly like the finest mo-
osaic tile that you have ever seen, in lovely
robin's egg blue and stone gray colorings.
Such a rug in your kitchen will change the
appearance of the whole room. In the dining
room it gives an effect impossibly beautiful
to describe. For a bedroom it is the most
appropriate pattern imaginable. For the
bathroom it is absolutely ideal.

This Offer Ends in 30 Days Send Your Dollar NOW

We cannot hold this offer open long.
We make it for quick action to prove to you
our ability to sell you similar bargains in all
kinds of house furnishings from cellar to
garret, on the same wonderful terms.

Clip the Coupon and pin a Dollar to it.

No. D4C408 9 ft. x 12 ft. Genuine
Congoleum Gold Seal
Art Rug and 3 companion
rugs to match, ea. 18 x 36 in. **\$15.95**

Spiegel, May, Stern Co.

1540 Thirty-fifth Street, CHICAGO, ILL.
I enclose \$1. Send me on approval the 4 Gold Seal
Congoleum Art Rugs here described, No. D4C408
—on 30 days Free Trial. If I am not delighted with
the rugs, I can return them and get my \$1 back, also
all transportation costs. Otherwise I will pay easy
terms, \$1.25 monthly, until special bargain price,
\$15.95, is paid

Name.....
Street R. F. D.....
or Box No.....

Shipping Point.....

City..... State.....
Also Send Me Your Latest Free Furniture Book



FREE

Mail Postcard for Book of 10,000 Bargains

This Congoleum Rug bargain is
just a sample of the ten thousand other
bargains in our great big furniture book.
A postcard will bring it to you free for
the asking. It shows everything for the
home. It is probably the largest book of
the kind published. A great many things
are shown in their actual colors.

Always a Year to Pay

You never need to ask for credit. It's
the way we sell everything. And we
always loan articles free for a whole
month before you need to decide.

A Few Departments

Wood Beds	Steel Beds	Curtains
Furniture	Clocks	Sewing
Linens	Floor	Machines
Cooking	Coverings	Brass Beds
Uterials	Silverware	Dishes
Medical in-	Lamps	Bedding
struments		and Pillows

Rugs and carpets in all weaves and pat-
terns and colors. All sorts of odds and
ends like wringers, irons, drapes, tools,
furniture, trunks and bags. And a great
big department of diamonds, watches
and jewelry.

Ask for it now. A plain letter or postcard will do.

Spiegel, May, Stern Co.

1540 35th Street, CHICAGO, ILL.



Style No. 20

Wear Better Uniforms

BY putting your trust in a Bloch Uniform of quality you insure yourself against dissatisfaction.

Twenty years of knowing how has enabled us to offer Traction men everywhere the best uniform that money can buy.

Strength in every part that has a strain, materials of proven long-wearing value, design and tailoring of a superior quality that assures every customer the comfort and appearance he enjoys.



Ask your dealer for a Bloch Uniform of Quality. It will pay.

The
Bloch
Company
Cleveland, O.

*Send me, free, a
Trolley Jim Time Book.*

Name.....

Address

The Bloch Company
Uniforms of Quality
Cleveland - Ohio



The Motorman and Conductor



Vol. 31

DETROIT, MICHIGAN, FEBRUARY 1923

No. 3

Published monthly by the Amalgamated Association of
Street and Electric Railway Employees of America,
W. D. Mahon, President,
260 East High Street, Detroit, Michigan

Entered at the Post Office as Second Class Matter. Accepted
for Mailing at special rates of postage provided for in Sec-
tion 1103, Act of October 3rd, 1917, authorized July 2, 1919
Subscription Price - - - - - 75c



VICE-PRESIDENT GEORGE A. DEAN

Sixth International Vice-President George A. Dean is a member and business agent of Division No. 276 of the A. A. of S. & E. R. E. of A. of Stockton, Cal. He was first elected vice-president on the official roster of the International Association at the 14th Convention which was held in Rochester, N. Y. in September, 1915. He is now serving his fourth term, having been re-elected at each of the succeeding conventions. He has moved up on the roster from 10th vice-president to his present title of 6th vice-president. He is a native of Michigan. At the recent California State election, he was elected, unopposed, to representative in the State Legislature from the Stockton district. Of his election, the Stockton Labor Journal says:

"With the opening of the legislature this month George A. Dean, secretary of the Central Labor Council of San Joaquin County, takes his seat as assemblyman from the Stockton district.

"Brother Dean has been active in the local union movement for many years, having become identified with it as a representative of the Street Carmen's union. Years ago he was elected to the position of

secretary and business agent of the local body and proved so efficient in this office that he has been re-elected term after term without opposition.

"In his own union he occupies the office of vice-president of the International and has handled many disputes in other California cities where the assistance of a representative of the International was required, and in a remarkably high percentage of these cases, he has been successful in securing adjustments acceptable to both sides.

'He has also served as vice-president of the California State Federation of Labor and when he entered the race in last fall's primary, the united support of the entire union movement lined up behind him, as did citizens generally. The result was that he was nominated at the primary and as no one else was nominated by any other party to oppose him, he was virtually elected at that time. There was some talk immediately after the primary election about his opponents running an independent candidate, but this was not done, which left him as the only candidate in the field at the time of the general election, it being generally recognized that after his victory in the primary, it would be futile to make another attempt to defeat him at the November election.

"Brother Dean enters the legislature with an open mind and is free to go ahead as his judgment dictates in the matter of all legislation coming before this year's session. He enters his new field with the confidence of the people who elected him and the Labor Journal joins in wishing him the fullest measure of success."

At least seven of the nine Supreme Court Justices would be required to concur in decisions declaring acts of Congress unconstitutional if a Bill introduced by Senator Borah should be enacted. The only cases excepted would be those in which the government or members of its diplomatic and consular corps were parties.—Baltimore.

It costs in dollars and cents, half as much again to live today as it cost before the war, and the trend still continues upward, declares B. C. Forbes, who quotes Professor Irving Fisher as saying that a study into the price movement forces him to predict that another 25 per cent will be added to the cost of living during 1923.—New York American.

INJUNCTION CURSE MUST END

By Matthew Woll

The wave of hysteria for the "open shop," which overwhelmed our land for the past two years or more, was born in vengeance, reared in hatred and is fast dying in shame and disgrace. Sensible employers have come to realize that if this erratic movement had been successful it would have enslaved not alone the workers but the very great part of smaller employers and merchants, who even now dare not counter the mighty industrial and financial forces that are controlled by a comparatively few.

Patriotic citizens, men in all stations of life, are beginning to understand that the spirit of independence and of adventure in our industrial and commercial life must not be crushed. They now realize that the "open shop" wave was ushering in a spirit of obedience, of subservency, of humility to trade advantage—market and credit facilities and which was fast placing the vast majority of merchants and manufacturers under the lash of a few industrial and financial lords.

The "open shop" drive is practically at an end. It is safe to predict that further attempt to stampede employers into the "open shop" campaign will arouse no great interest or command blind support.

In addition, the defeat of this "open shop" drive may be attributed to the aggressive trade union action which was impossible for the employers to withstand. The success of the three or four great strikes of the past summer dealt the final blow. The victories gained by the printing trades, the miners, the textile workers and railroad shopmen turned the battle against trade unionism from a partial victory to a final and complete success for the workers.

Other forces and combinations of economic circumstances have contributed to the success of trade union policies and tactics. With a universal labor surplus turned into a labor shortage, a general recovery in business and with employers turning their attention to fighting each other for trade instead of fighting labor for its rewards, the wage-earners will now go on and forward in greater phalanx, more solidly united than ever—to battle for the right—to serve the ideals of justice and to bring the beacon light of democracy into our industrial life and industrial activities.

Perhaps it is well this battle has been fought, for out of it there is bound to come a better understanding of the forces that seek to depress and of the great mass movement for a greater democracy and a broader vision of justice.

To say injunctions to prevent strikes are legal, does not prove that they are right. To assert that compulsory service laws are good for business, does not demonstrate that they are just.

Law and right are not always the same. In the days of Sir Matthew Hale certain kinds of old women, furrowed of brow, wrinkled of face, bent of back, especially those that had dogs at their side, were be-

lieved to have been possessed of the devil and were said to have power to raise the dead and bewitch the living. In the perfection of the law one will find that great and good men and judges found warrant for putting these harmless and wretched old women to death.

The law of today permits injunction judges to tell the workers they must bow in humble submission to the dictates of their industrial masters. If the workers decline to do so, then the judge-made laws rob them of their inalienable and constitutional rights, they are railroaded to jail and their savings are confiscated to heal the injured pride of our industrial masters.

Of course, in our day of great civilized advancement, our judges no longer are warranted to put to death all who question the laws and orders of today. At least some humane progress has been realized. But the fact that law and right are not always the same is made even more clear today than in the days of yesterday.

Anyone familiar with the law must readily agree that it is full of fictions and assumptions. Indeed the law is full of iniquities. The history of man demonstrates that the law is full of tragedies. It was Emerson who said: "The highest virtue is always against the law" and he was not a "Bolshevik." It was Edmund Burke who said: "No pretense can be so ridiculous as that the laws were designed as a protection for the poor and weak against the oppression of the rich and powerful" and Burke was not a "Red."

Adam Smith said: "We have no acts of Parliament against combining to lower the price of work, but many against combining to raise it." Our statute laws have since been changed on this subject, but our injunction judges are still living in the period of Adam Smith. In another passage he describes a strike as generally ending in nothing but the punishment of its ring leaders. Today the leaders are still punished, but strikes are won.

Speaking of the clothiers' strike in England, Cobbett said: "There was a turn-out last winter but it was put to an end in the usual way; the constable's staff—the bayonet—the goal." Our law may have advanced, but we find through our injunction judges that we still have with us our constable's staff—the bayonet—the gaol.

It all sounds well and pleasing to say that all wrongs should be righted through law and order. However the Magna Charta was never obtained in that fashion. The Magna Charta was nothing less than a violent demand to compel the government to renounce part of its assumptions. The Bill of Rights, that followed, was an equally violent demand for a further adjustment of a compromise character between the ruling authorities. If it had not been for the Wat Tyler Insurrection, the Statute of Laborers, which made industrial slaves and serfs of English workmen, would not have been repealed for many years.

How about our own violent separation from the rule and domination of England and the violent separation of Ex-Kaiser Wilhelm from his German throne?

The injunction curse of America, like all other autocratic powers of government, must come to and end in one way or other. We hope this may come in a peaceful way. We regret that in the recent railroad shopmen's injunction case the legal representatives argued in behalf of law instead of right—that they were more concerned about precedents than justice, that they counselled humble submission instead of bold repudiation. We have had altogether too much talk of law and order and too little talk of right and justice!

ON TO EIGHTEENTH CONVENTION

To the Officers and Members of the Local Divisions of the Amalgamated Association of Street and Electric Railway Employees of America.

Brothers:—In compliance with the instructions of the last Convention, I take this means of again calling your attention to the importance of being represented by delegates at the next Convention of our Association which will be held in Oakland, California, in the second week of this coming September.

You are no doubt, fully aware that the Convention of our Association is the Legislative Body that passes upon all laws and outlines the policies that must direct the administering Officers of this Association in their direction of the affairs of this Organization and it is, therefore, important that every Division be represented by delegates in the Conventions of the Association.

At the last Convention held in Atlanta, Georgia, it was decided by the Convention that an appeal should be made to every Local Division of this Organization to be represented by delegates at the next regular Convention to be held in Oakland in September of Nineteen Hundred and Twenty-three. Divisions were also instructed by the Convention to create a special fund so as to be assured of the finances to send their delegates. One year ago I called the Divisions' attention to this and appealed to them to create such a fund. I have been advised that many of the Divisions took up this work and have already created funds that will enable them to be represented by delegates at the Oakland Convention. To those Divisions that have not yet taken up this matter, I appeal to them to do so at once. There is plenty of time yet to create a fund of this kind if a little persistent work is done by the membership of any Local.

The means for raising funds that have been followed by the Locals have been varied. [Some have given balls and set the proceeds aside as a delegate fund; others have held picnics; some have put on raffles; others have got out souvenir books, and in this way have built up a special fund known as the "Convention Fund."] It is hardly necessary for me to point out to you the necessity of your being represented. All legislation in behalf of the Organization must be acted upon by the Convention.

It has been the policy of our Organization to go from one part of the country to

another in order to enable delegates in different sections to attend, and to carry the spirit of our Organization into the various sections. This is the first time we have ever gone with a Convention to the Pacific Coast. Delegates from Pacific Coast Divisions have come East for many years and showed their spirit by attending Conventions in the remotest eastern part of the country. The South and East should now respond by showing to the Organizations of the extreme western part of our country that there is a spirit of Organization still alive throughout their sections and that they are interested in the advancement of their Association. Distance should not be considered and cannot be considered as I have pointed out. We must attend our Conventions wherever they may be and there should be no complaint financially; it is part of the financial necessities of the Organization. If delegates did not attend and build up the Organization, there would be no Organization to advance the interests of the Street and Electric Railway Workers of America and it is, therefore, our solemn duty to be represented at these Conventions and take part in promoting the best interests of the Organization. Especially would I appeal to you at this time to show your interest in the welfare of the Association.

For the past two years the employers' association aided by all the forces that it could muster have declared war upon the Trade Unions. The "open shop" has been their slogan.

Now I appeal to you, let us rally after these two years of warfare and show to them that the Amalgamated Association still lives and this can be clearly demonstrated by every Division sending its delegates to the Oakland Convention and show to the world by a strong delegation that the Amalgamated Association still lives and therefore, I appeal to you not to set this proposition aside but act at once so as to be assured of having delegates at the next Convention of the Association which will open on the Tenth of September this coming year in the City of Oakland, California.

With best wishes, I remain, fraternally yours,

W. D. MAHON, Int. Pres.

PLANNING AN AMERICAN DICTATORSHIP

By S. J. Konenkamp

A new group of revolutionists are operating in the United States. A dictatorship is in the making and the republican form of government is in danger of being overthrown, and the sleuth hounds of justice, instead of rushing the revolutionists to secret prisons are reported co-operating with them. The plotters are not connected with Moscow, the Third Internationale nor any other proletarian group: They represent the internationale of Wall Street, Threadneedle St. and the Bourse of Continental Europe but they are revolutionists nevertheless seeking to entrench the dictatorship of the plutocrat through an extra

legal system of government based upon a foundation of declaratory judgments! A foundation that has been described by one supreme court as having all the essentials of a soviet government.

Declaratory judgments as contemplated by these revolutionists are orders issued by judges of the state and Federal Courts without any limit placed upon them by any legislative regulation. They would abolish all laws that might limit judicial power and substitute therefor a procedure which would be nothing more or less than injunctions. The scope, the enforcement and the penalties of such orders would be determined entirely by the courts.

The campaign for this change in government is nationwide. Several state legislatures have been captured and other states as well as Congress are being urged to give the courts power to make "binding declarations of right" or to issue "declaratory judgments." When these are fully applied, they will include every phase of our social, political and industrial life. The terms embrace rights arising out of franchises, contracts including wage agreements, or any other written instrument whether between individuals or groups, public or private; disputes of all kinds, including wage disputes as well as those between persons engaged in any kind of business; questions involving civil service or any other phase of the relationships that industry and commerce may create.

Dummies could be used in frame up cases to interpret contracts through collusion so that when a real dispute arose under the contract the aggrieved party might find himself confronted with a decision already made and a binding declaration of right affecting his interests already recorded. In fact, the first case involving a declaratory judgment that arose in the State of Michigan, was on its face a frame-up between a street railway company and a non-union workman seeking to upset an arbitration award made by a board of arbitration in favor of a labor union; it might have been just as easily one of these so-called "friendly suits to interpret a city franchise wherein the city would get the worst of it.

In framing up a case of this kind, the statement of facts might be purely imaginary at the time and might not arise at any time in the future but once the court had jurisdiction, it would retain such jurisdiction to the end and whenever necessary, would enforce its decrees.

The power asked for by Attorney General Daugherty in enjoining the railway shopmen would be tame in proportion to the powers of a court enforcing a declaratory judgment. The scope of such legislation would permit the establishment of industrial courts, compulsory arbitration and complete government by injunction.

The exact words of the directors of the revolution are that the courts shall have "enlarged powers of preventive remedy unlimited by statutory provisions," and to have all justiciable matters "subjected to

the consideration of a competent non-partisan tribunal consisting of men selected for their peculiar qualifications * * * subject to appeal and final determination by a court." Under these circumstances, the judiciary would be the source of all law, with the Judges exercising unlimited powers as a chancellor in equity with no guide but the judges' conscience.

The full significance of this change in our government was discovered through careful investigation of the proposed constitution for the State of Illinois and its exposure resulted in an overwhelming vote of the people of that state to reject the plan. Section 122 of the proposed constitution read:

"Provision may be made by rule of the Supreme Court for the bringing of actions or proceedings in which a merely declaratory judgment or decree or order is sought and for authorizing the court to make a binding declaration of right whether or not any consequential relief may be claimed."

Lawyers were puzzled by the unfamiliar terms used in this section; their explanations of its meaning were generally hazy and different. The supporters of the Constitution offered no explanation but persistent questioning and constant effort developed the information that laws providing for declaratory judgments had been enacted during the past three years or so in New York, Connecticut, Florida, Kansas, Wisconsin, California, Michigan and other states; that bills were pending in Congress proposing similar powers for the Federal Courts; that a number of State Bar Associations were supporting the change and one justice of the Supreme Court of the United States and one member of the President's cabinet were named among those active in the campaign.

One of the leading opponents of the Illinois Constitution recalled an address made by a very powerful agent of Wall Street to the American Bar Association at Boston in 1919 and a reference thereto showed the plan in full. With this speech as a guide many vague sections of the proposed constitution become clear. The proposed non-partisan tribunal of business men was taken care of by providing for an unlimited number of "assistant judges" who did not need to be lawyers but who would be appointed to the "Circuit Court of Cook County" (Chicago); then this same court was given jurisdiction over all matters requiring judicial action; the legislature was to be deprived of all power to enact laws affecting the courts and the Supreme Court of the state was given absolute power over all other courts and judges and made "the source of all law" with exclusive right to determine matters of legal procedure. Strange though it may seem to some people, it was the representatives of organized labor who ferreted out the facts and convinced all forces connected with the campaign that this was the purpose of the constitutional changes.

Many state legislatures have been in the

hands of reactionary elements since 1919 and it is in these states that the most effective work has been done by the supporters of "declaratory judgments" at home while sounding the alarms about revolutionists abroad.

The plan is entirely foreign to the ideals of Americans or any other people exercising self-government. Its very proposal ought to be sufficient to arouse old-fashioned Americans everywhere and the experience of the people of Illinois ought to serve as a warning to all other citizens. If the system of "declaratory judgments" is permitted to grow for a few years, it would make the legislative branch of our government absolutely impotent with nothing short of a counter revolution necessary to destroy absolute judicial control.

GOVERNMENT OF LOCAL DIVISIONS

The aim of the officers and members of Local Divisions shall always be to conform to the General Constitution and Laws of the Association on all questions that may come up before the meetings of the Local Divisions.

There should also be a strict policy adopted to protect the funds and advance the interests of the Division and to aid the Division in adopting a policy, that these recommendations are made:

First—That Local Divisions of small numbers up to about Eight Hundred Members (800) should conduct their affairs through their officers by having, first, a financial secretary who would be allowed pay for such time as is necessary for him to lose in order to prepare the cards and see that proper collection of dues are made as the laws of the Association require.

In small Locals, the president should be empowered to act as a general committee-man or business agent of a Division and to look after grievances and complaints and be allowed pay for such work as is necessary for him to do. In all minor cases there is no necessity of a committee; the President can look after the grievances and complaints at a much smaller cost to the Division than that of having a big committee and in no case should a big committee be appointed. A committee of three on wage agreements or any other negotiations with the employing Company is a sufficient number to transact all dealings of the Local Division such as agreements, wage contentions, and matters of that kind. In all minor matters the President himself should look after and take care of the grievances of the Division.

Secondly—In Divisions having Eight Hundred (800) or more members, they should elect a Financial Secretary whose duty it should be to conduct the office of the Financial Secretary and to act as a Business Agent for the Local Division. It should be his duty to carry on all negotiations upon grievances and other matters with the Company without the aid of any committee, excepting when making new agreements, taking up wage questions or some serious and important matter. In that case, the

Executive Board should co-operate with him and if necessary appoint a sub-committee from the General Executive Board, but in all ordinary business, the Business Agent should transact the same without any additional expenses to the Local Division.

In large Divisions where the members run up into from Fifteen Hundred (1500) or more members, it would be advisable that there be a paid Financial Secretary and a regular Business Agent elected to conduct the affairs of the Local Division. The President of the Division should act as the Business Agent and it should be his duty to take up all grievances and small affairs of the Division without the aid of any committee, excepting the co-operation and assistance of the Financial Secretary, and to transact all ordinary business for the Division without any additional cost and only summons to his aid additional committeemen when agreements, wage disputes or serious matters are to be taken up; and in no case should a large Division put out an agreement or wage committee to exceed five members, which should give representation to the different classes in the Division and is a sufficient number at any time to transact the business affairs of the Local Division.

It should be the aim of the Officers of the Division to at all times keep down the expenses and to see that the laws of the Association are strictly carried out. It is the duty of the President when presiding at meetings of the Local Divisions to watch and enforce the law at all times, and any motion made of any kind contrary to the laws of the Association, it is his duty to rule out of order. That should cover all conditions. Where motions are made to order strikes in the Division contrary to the laws, the President should read the sections of the law covering that and then rule any motion contrary to those sections out of order.

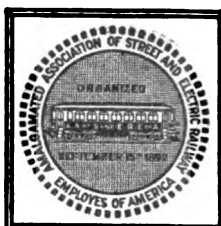
Upon the policy of expending the Division's money, he should at all times enforce Section (40) of the General Constitution which provides that Ten Dollars is the limit that can be voted out at a regular meeting of the Division, except where it is a donation to another Division of the Amalgamated Association on strike. The membership should also be familiar with the laws and at any time any member sees any violation of the laws of the Association in motion or action taken by the Local Division, it is his duty to call it to the attention of the presiding Officer and it is then the duty of the presiding Officer to rule such motion out of order.

W. D. MAHON,
International President.

The fact that men are loyal to their own organizations is convincing proof to me that they are just as capable of loyalty as ever to an employing management and that it is a reflection either on the industry or those controlling it if this loyalty has been lost to the industry.—George E. Pellissier, Asst. Mgr. Holyoke St. Ry. Co.



The Motorman and Conductor



Official Journal of the Amalgamated Association of Street and Electric Railway Employees of America

PUBLISHED BY THE ASSOCIATION
Monthly, at 260 E. High St., Detroit, Mich.
W. D. MAHON, President

EXECUTIVE COUNCIL

W. D. MAHON	International President
WM. B. FITZGERALD	First Vice-President
P. J. O'BRIEN	Second Vice-President
W. S. McCLENNATHAN	Third Vice-President
WM. P. JENNINGS	Fourth Vice-President
FRED A. HOOVER	Fifth Vice-President
GEORGE A. DEAN	Sixth Vice-President
P. J. McGRATH	Seventh Vice-President
FRANK O'SHEA	Eighth Vice-President
THOMAS F. SHINE	Ninth Vice-President
ALBERT E. JONES	Tenth Vice-President
JAMES LARGAY	Eleventh Vice-President
J. B. WILEY	Twelfth Vice-President
M. J. MURRAY	Thirteenth Vice-President
C. U. TAYLOR	Fourteenth Vice-President
L. D. BLAND	International Treasurer

GENERAL EXECUTIVE BOARD

EDWARD McMORROW	A. H. BURT
MAGNUS SINCLAIR	WILLIAM F. WELCH
P. J. SHEA	J. B. LAWSON
JOHN H. REARDON	WM. B. FITZGERALD
R. L. REEVES	Secretary

Correspondents will please address all communications for publication to R. L. REEVES, Editor.

Subscriptions payable to W. D. Mahon, President.

SUBSCRIPTION

Per Annum, \$75

Single Copy, 10 cents.

ASSOCIATION

Articles of Constitution

Section 1. The objects of this Association shall be to organize Division Associations.

Sec. 2. To place our occupation upon a high plane of intelligence, efficiency and skill; to encourage the formation in Division associations of Sick Benefit Funds; to establish schools of instruction and examination for imparting a practical knowledge of modern and improved methods and systems of transportation and trade matters generally; to encourage the settlement of all disputes between employer and employee by arbitration; to secure employment and adequate pay for our work; to reduce the hours of daily labor and by all legal and proper means to elevate our moral, intellectual and social condition.

Unsigned communications cannot be published. Names of correspondents will not appear with their products unless by special permission of the correspondent. Matter for publication should be in not later than the 2nd of the month, and should be written on one side of the paper.



There is no dirth of labor. The dirth only applies to adequate wages. Low wage rates as compared to the cost of living, is insistent by those who would lower the gates to European and Asiatic labor. No one need be fooled by labor shortage propagandists,

Every move of organized labor is a demonstration of its necessity to wage earners. All members of local unions need do is to compare the wage and working conditions, the opportunity for employment and the protection they enjoy in employment to the like conditions that are available to the unorganized wage earners.

Reports are coming to the General Office from various sections to the effect that certain communities are being more or less threatened by a recurrence of the dread Spanish Influenza. This should prompt proper ventilation of street cars in all communities as street railway conductors and motormen cannot guard too closely against this "flu" menace, that carries death in its wake and prepares the victim as an easy prey for various forms of pneumonia.

In Kalamazoo, Mich., the street railway franchise expired February 14. Immediately preceding this, the City Commission enacted an ordinance subject to approval of the electors to raise \$250,000 with which to establish a municipal bus system as a substitute for street cars. A special election was called for January 30, at which the electors were to vote on the question of the adoption of the bus plan. Some days prior to this election the city instituted a tryout

of the bus system upon one of Kalamazoo's principal streets. Twelve passenger busses were put in operation. The busses were of the latest type with capacity for seating 32 passengers. On the day before the election, one of these busses caught fire and burned on the street. With some effort all of the passengers in the bus were saved from injury. The experience was an object lesson for the electors of Kalamazoo and the bus proposition was defeated by a three to one vote. The Commission has made a day to day arrangement with the street railway company to continue the operation of street cars.

The Eighteenth Convention of the Amalgamated Association of Street and Electric Railway Employees of America, will be held in Oakland, Calif., beginning with the second Monday in September. This is the big meeting of the Association and it means that every Local should be represented. Many Locals are sending in encouraging reports upon preparation to be represented in that Convention. Among them is a report to Int. Pres. W. D. Mahon from Secretary E. L. Johnson, of Division No. 836, Grand Rapids, Mich., in which he states: "In answer to your request that you hoped every Local had provided some means by which to be represented in the next Convention, I am pleased to report to you that our Local, Division No. 836 is putting away a separate fund of 5 cents per member per month and you may rely upon it that this Local will be represented in the 18th Convention." This policy of the Grand Rapids Local is an easy one by which many Locals can assuredly be represented.

The Semi Annual Meeting of the General Executive Board was held January 18-24, at the Association's General Headquarters, 260 E. High St., Detroit, Mich. The meeting was held in advance of the usual time. This was due to instructions received by the International President from physicians who had been treating him, that his health would be restored much earlier by taking treatment in a warmer climate, and it was important that he should be in attendance at the meeting. A resume of the proceedings of the meeting will be published in the March issue of the **MOTORMAN AND CONDUCTOR**.

The Buffalo Labor Journal carries a report of the fact that New York police are seeking information in Buffalo relative to one Wm. P. Driscoll, used as a strike-breaker by the Buffalo Street Railway Co., and recently arrested for a \$3,600 Bowery jewelry theft. The Journal says that there is no denying that during the past seven or eight months burglary and crime increased in Buffalo and police records show that some of the strikebreakers have been anything but decent citizens. It is not likely, however, that these facts will in the least deter the Buffalo street railway company in its imposing of this type of individuals upon the citizenship of Buffalo.

A very interesting feature of the development of facts in connection with the case of the arrests of alleged Communists near St. Joseph, Mich., whose trial comes off February 26, under the Michigan Special Act to prohibit within its borders meetings of certain types of radicals, is the fact that the so-called Communists are being defended by Attorney Frank P. Walsh, who has obtained an affidavit of a self-confessed spy and agent provocateur, showing that so-called radical organizations have actually been invented by private agencies to assist them in obtaining employment through pay of banking concerns and other interests for investigating imaginary radical menaces. This detective, one Albert Bailin, it is shown, was connected with the W. J. Burns and Thiel Detective Agencies as an expert on radicalism; that one Allen O. Myers, head of the Radical Bureau of the Burns Agency had proposed to him that he make bombs and get well known to radicals so Burns men could arrest the radicals for throwing the bombs. It is learned that Bailin was an operative of the Thiel Agency in 1917 and was assigned to join the Cigar Makers' Union with instructions to urge the strikers to break windows and commit other violence. His instructions came from Michael Flanigan, General Manager of the Thiel Agency, who instructed him to "always show your radical side; be so extreme that they'll have confidence in you." As the result of this, some 200 or 300 windows were broken by one Chas. Winfield, Business Agent of the Union, whom Bailin later discovered was also a Thiel operator. Later he was instructed by the Thiel Agency to join the I. W. W., Socialist Party, Socialist

Labor Party, Communist Party, Communist Labor Party, Young People's Socialist League, Workers' Industrial Union and other organizations, to stir up violence among their members. Flanigan furnished him typewritten speeches to read at meetings of the organizations, to cause trouble. While working for the Burns Agency, he was sent to meetings of several organizations to preach violence. The Burns Agency told him they would supply explosives and show him how to make bombs. About this time he received a letter from one T. J. Cooney, of the Thiel Agency, in which it was charged that Burns men were guilty of various crimes. A Burns official gave him some 200 copies of Communist manifestos to distribute among radicals. The affidavit accuses the Burns and Thiel Agencies of fomenting radical and labor troubles to improve their business. He further states that preceding the presidential election, Burns boasted that if Senator Harding was elected president, he was to get Flynn's position as Chief of the Secret Service, and that if Cox was elected, one Allen O. Myers was to get the same job, so that either way the Burns Office would be on the inside. Of course it can be presumed that the Burns and Thiel Detective Agencies will deny that there is any truth in this affidavit. But that is characteristic of the so-called private detective agencies. However, affidavits of this character are not in the least surprising to those who have kept tab on the activities of such agencies.

NOTICE TO LOCAL DIVISIONS

I take this means of calling the attention of our Local Divisions to the arrangements that are being made for going to the next Convention of our Association which will be held in Oakland, California, on September 10.

At the present time, Railroad Agents are probably visiting the different headquarters of our Local Divisions and soliciting—that the delegates arrange to go over their roads.

I will appeal to all Divisions and their delegates not to make any arrangements for transportation until the call of the Convention comes out.

The General Executive Board at its meeting just closed appointed a committee to make arrangements and it is the intentions of the Committee to arrange for a special train from Chicago, and are working to secure the best rates possible and for Divisions to make arrangements before that time would not be advisable for this Committee will get the best rates and made arrangements for a pleasant trip by special train to California. Therefore, I request Divisions not to make any arrangements until they hear the report from this special committee which will be sent out when the call of the Convention is sent, and after receiving the call, the Divisions can make arrangements as they please but it will, no doubt, be to their advantage to await that time.

Yours fraternally,

W. D. MAHON.

FROM LATE REPORTS OF INTERNATIONAL OFFICERS

Int. Pres. W. D. Mahon attended the General Executive Board Meeting held at Association Headquarters, Jan. 18-24. This meeting of the Board was called in advance of the regular semi-annual meeting and to take its place, due to the fact that the International President had been severely suffering from a blood infection and had been advised by the doctors to get out of the cold climate for awhile, to accelerate the return of his health. The general situation of the Association immediately following the General Executive Board Meeting, however, required his attention at the General Office to assist in directing the general affairs of the Association for the period and he was unable to leave the General Office until February 8. Among the situations most pressing was that of Division No. 623, Buffalo, N. Y., where the Mayor of Buffalo had petitioned the Governor for an industrial investigation, which is about to take place and arrangements of files of data for this investigation were important.

First Int. Vice-Pres. Wm. B. Fitzgerald, aside from being in attendance at the General Executive Board Meeting, held January 18-24, assisted the M. O. Branch of Division No. 26, Detroit, upon agreement work, the wage and working conditions understanding having been completed and certified to by the Secretary of the Detroit Street Railway Commission under date of February 6. He also visited New York State upon the Buffalo situation, where an industrial investigation of the lockout of the members of Division 623 is imminent. He visited Schenectady, N. Y. in the interest of Division No. 576, where the company had instituted a 5 cents per hour reduction in wages. It is expected that this wage cut may be restored from the fact that the city permitted the present rates of fare on the Schenectady property to provide for the wage rates that prevailed before the reduction was to take effect. February 8, Vice-President Fitzgerald was at the General Office assisting upon the general work of the Association in the absence of the International President.

Second Int. Vice-Pres. P. J. O'Brien, in January, visited Augusta, Me., where he addressed a meeting of Division No. 724, and reports the Local to be in a progressive condition. At Lewiston, Me. he attended meetings of Division No. 721 and assisted the Local upon grievance work. Per his report of January 28, Vice-President O'Brien had under his advisement the interpretation of certain features of the wage agreement of Divisions 22, Worcester and 448, Springfield, Mass., which had been submitted to attorneys Warren and Vahey of Boston, for determination. He also met with officers of the Joint Advisory Board of the Locals employed upon the Mass. Ry. properties upon the subject of changes contemplated in renewal of the wage agreement.

Fourth Int. Vice-Pres. Wm. P. Jennings, in January, attended meetings of Division No. 790, Montreal, Que., and also assisted the officers and Local upon constructing new by-laws, which were adopted.

Eighth Int. Vice-Pres. Frank O'Shea, per his report of February 4, continued in charge of the interests of the members of Division No. 623, Buffalo, Niagara Falls and Lockport, N. Y., and Niagara Falls, Ont., who are locked out by the International Railways. He has assisted the Local in preparing for the expected industrial investigation and also witnessed an investigation by the State Utilities Commission relative to the warrant of operation of jitneys. Pending his work in Buffalo he attended a session of the General Executive Board meeting held at Detroit, before which he explained definitely the Buffalo situation.

Twelfth Int. Vice-Pres. J. B. Wiley, in January, visited Division No. 779, Sioux City, Ia., and assisted the Local upon grievance work. He reports the Local to be in fine shape and well officered.

Thirteenth Int. Vice-Pres. M. J. Murray, in January, visited Everett, Wash., where he attended meetings of Division No. 883, and assisted the Local upon agreement work.

International Treasurer L. D. Bland, in January, attended the General Executive Board Meeting held at Headquarters, Detroit, Mich., January 18-24.

G. E. B. Member Edw. McMorro, aside from attending the recent General Executive Board Meeting, visited Bloomington, Ill. and assisted Division No. 752 upon their wage agreement dispute. Per his report of February 3, the Bloomington wage controversy had been submitted for arbitration, due to failure of agreement between the Local and the employing company.

G. E. B. Member Magnus Sinclair, attended the recent General Executive Board Meeting held at Headquarters, Detroit. He also assisted upon a Labor Forward Movement in Eastern Canada, and attended and addressed a meeting in Windsor, Ont. At Hamilton, Ont. he attended a meeting of Division No. 107, upon the subject of seniority, a contention relative to which had arisen within the Local. He explained to the Local the laws of the Association governing seniority. Per his report of February 4, Board Member Sinclair had reached Des Moines, Ia. where he visited Division No. 441.

G. E. B. Member P. J. Shea, in January, was dispatched to Dover, N. J., in the interest of Division No. 947, Morristown, N. J., where upon the Dover Branch there had arisen a dispute relative to ten cases of dismissal of conductors. These cases were taken up with the management, and of the

ten, three of the conductors were reinstated. He then attended the meeting of the General Executive Board held in Detroit, and was dispatched to Cincinnati, where he consulted with Division No. 738, Hamilton, Ont., upon a dispute which had arisen, and which was later submitted for arbitration. He attended a meeting of the Ohio Legislative Committee at Columbus, where the subject of the one-man car was under discussion. Per his report of February 4, he was assisting the North Bend, O. Branch of Division No. 527, Cincinnati, upon agreement work. This Branch of the membership of the Cincinnati Local is employed upon the C. L. & A. Interurban extending from Cincinnati.

G. E. B. Member John H. Reardon in January, assisted Division No. 618, Providence, R. I. upon a subject that had arisen by the use of Coasting Meters, which had been recently installed upon the cars in that city, to determine upon the use of electricity. These matters were governed by certain rules that were objectionable to the members. An adjustment was effected. At Boston, he attended a meeting of Division No. 589, and installed the officers of the Local. He advised with the officers of Division No. 600, Waltham, upon a dispute relative to the dismissal of a member, the justification of which was contradicted by the Local. The case was submitted for arbitration. Following his attendance at the recent General Executive Board Meeting held in Detroit, he visited Buffalo, N. Y. in the interest of Division No. 623, and later consulted the officers of the State F. of L. upon the subject of laws about to be submitted to the New York State Legislature. Per his report of February 3, he was at Bridgeport in advisement with the Locals employed upon the Conn. Consolidated properties, upon a subject at that time awaiting consideration by the Joint Advisory Board of the Locals involved.

G. E. B. Member Allen H. Burt, reported that Brother J. J. Sullivan, of Division No. 382, Salt Lake City, Utah, had taken time off to obtain employment elsewhere, but returned to take his run up on the Board at Salt Lake City, when the management of the company contended that he had severed his connection with the company by resigning, and, therefore, was not entitled to reinstatement to his former position. Pending consideration of this case by the Local, upon which conferences were held with the management, in which Board Member Burt assisted Brother Sullivan, who was Business Agent of the Local, Bro. Sullivan directed the Local to drop the case, as he had obtained employment in another locality and further consideration of the case was discontinued. Board Member Burt attended the recent G. E. B. meeting held in Detroit, January 18-24.

G. E. B. Member Wm. F. Welch, who has under his advisement the lockout situation in East Liverpool, Ohio, affecting the

Steubenville, East Liverpool and Beaver Branch of Division No. 52, reports that the situation is practically unchanged, except that the city commission has granted authority by ordinance to the company to collect seven cents fares in the city of East Liverpool. This subject, however, will be put to a vote of the people, who will very likely turn it down. He attended a meeting of the recent General Executive Board, held at General Headquarters, Detroit, and per his report of January 31, had visited Pittsburgh, where he explained to the officers of Division 85, the Buffalo situation, and the recent action of the General Executive Board to continue assistance of the Buffalo members. He also visited Steubenville, Ohio, where he consulted with the officers of Division No. 285, upon the East Liverpool situation.

G. E. B. Member James B. Lawson reports that Division No. 610, Charleston, S. C. succeeded in obtaining modifications of the recent arbitration award, upon agreement conditions affecting that Local, to the end that the working conditions formerly prevailing are retained, and the agreement as otherwise awarded was signed. At Cincinnati, he advised with the C. L. & A. Branch of Division No. 627, upon agreement work, and later attended the General Executive Board Meeting. Per his report of February 3, Board Member Lawson had returned to Shreveport, La.

STRIKES AND LOCKOUTS

St. John, N. B.—Division No. 663 reports the continuance of the lockout that was instituted against its members June 29, 1921. The management of the property complains that it is being operated upon large deficits. How long this can continue is problematical. There is no lessening of the determination of the locked out men to re-establish themselves with the right of organization.

Columbia, S. C.—Division No. 590 reports no settlement in the lockout situation involving the members of that Local. Neither does there appear to be a settlement in sight. The property is not earning operating expenses.

East Liverpool, Ohio.—Division No. 52 reports a continuance of the lockout situation upon the East Liverpool end of the Steubenville, East Liverpool and Beaver Railway. The Company has started two one-man cars in Wellsville but they are being operated by strikebreakers, and are run without patronage. The East Liverpool city council has voted to grant to the company a 7 cents fare upon the East Liverpool city lines, but this proposition, unless a settlement is effected with the employees, will be submitted to a vote of the people and likely be defeated. The management of the company persistently violates the arbitration provision of the franchise, as well as other provisions. G. E. B. Member

Wm. F. Welch is assisting the Local Officers on this situation.

Buffalo, N. Y.—Division No. 623, reports that there is imminent an investigation of the Buffalo situation by the State Industrial Commission. An investigation by the State Utilities Commission upon petition of Mayor Schwab, in which His Honor charged that the company was deficient in its service, has been made. The result of this investigation is another support to the petition of the people of the cities of the State of New York for abolition of the State Public Utilities Commission or at least for the restoration of city autonomy in governing its own affairs. The Utilities Commission rendered a report, which the Buffalo Courier calls a whitewash of the company. However, in the report, while it charges the Mayor and city council with certain features of the inadequacy of street railway service, does admit that the company has not the rolling stock and has not the experienced men to operate the cars to provide an efficient service. Its findings, also, if complied with, would impose added expense upon the city of Buffalo in the interest of the street car company. As a matter of fact, the report shows it likely to have been written by the attorney of the street railway company, except that the commission has evidently inadvertently charged the company with insufficiency in supplying the street railway service to the city of Buffalo. Its report shows that there are multitudes of accidents in excess of normal operation of the system one year ago. It attributes this, however, to added automobile service and other features of hindrance from which it charges the company could have relief if the city would relieve the company by remedying certain features in the way of granting lands and franchises to the company for the establishing of loading stations and the making of connections, lines, etc. In no place in its report does it deal with the question of emergency, but charges that the company is crippled financially from the fact that the city is allowing the operation of jitneys in competition with street cars, while as a matter of fact, the jitney service in Buffalo is yet unable to care for the Service in excess of that rendered by the company. Company officials could not have rendered a more prejudiced decision than that tendered by the State Utilities Commission, except that the company representatives might have left off the allusion to an insufficiency of cars and the inexperience of operators. It does show that the company has a very gravely enlarged roster of street railway officials. The members of Division No. 623, who are locked out of service are as resolute to continue the contest to effect their right of employment as members of organized labor, as they were at the beginning of the contest.

In order to obtain the voluntary co-operation of your fellowmen, you must first be human.—George E. Pellissier.

WAGES NOT SERIOUS FACTOR

The recent increase in wages upon the Detroit City Lines, which accompanied the introduction of the 8-hour day, aggregates \$215,000 per year to the 3,300 motormen and conductors upon the staff of employees of the property. This increase would average approximately \$65 per man per year. It aggregates slightly less than \$17,000 per month. The increase, however, is greater to those of one year in the service than to the others. The hourly wage rate under the increase is 56¼ cents per hour to the first 6 months service men. Under the old rate those of the first three months of service received 55 cents per hour. This class received an increase of 1¼ cents per hour. Under the old wage rates the second three months service men received 58 cents per hour. Under the new wage scale they receive 58¾ cents per hour. Thus this second class of employees receives a reduction in the hourly rate of 1¼ cents per hour, which more than counter-balances the increase to the first 3 months service men. Under the new wage scale the second 6 months service men receive 59¾ cents per hour. Under the old wage rates, this class of employees received 58 cents per hour. The increase to this class is 1¾ cents per hour. Certain propagandists have set forth that the increase in wages to the Detroit Street Railwaymen upon the introduction of the 8-hour day aggregated \$40,000 per month. Actual figures show the increase to be less than \$17,000 per month. The gross receipts of the property are at present on the basis of Eighteen Millions Dollars per year. It will be observed that the increase in wages will in no way tend to bankrupt the property. Trainmen's wages upon the present wage rate basis aggregate approximately Seven Million Dollars per year. Basing other labor expense upon the appropriation applicable to city street railways, it will be observed that the labor item of the expense of the operation of the Detroit City Street Railways aggregates barely \$10,000,000 per year. This will leave the property Eight Millions Dollars from which can be borne the expense of necessary supplies, maintenance, renewals, extensions and interest on the indebtedness, which will leave a good, round margin far in excess of meeting payments on the principle.

In a recent issue of a Dayton, Ohio, Sunday paper appeared the report that Geo. Clarke, a Negro, 50 years old, believed to have been an employe of the Advanced Foundry Co., was killed by an East bound one-man Third Street car, at Third St. and Wayne Ave., at 5:45 O'clock Saturday night, October 14. The man was dragged by the car and pinned under it. The car had to be jacked up in order to relieve the victim who died en route to the Miami Valley Hospital. This is an instance where the operator of the one-man car must sit far in the left hand corner of the front and is, therefore, unable by vision to protect the right front of his car.

Disbursements from the Death, Disability and Old Age Benefit Fund during the month of December, 1922, were made to beneficiaries on claims as follows:

Death Benefits

Dan R. Lynch, administrator of estate of deceased, for beneficiaries, death claim of Patrick D. Lynch, deceased, late member of Div. No. 268, Cleveland, Ohio; cause, Acute Uremic Poisoning.....	\$600.00
Martin A. McGuigan, administrator of estate of deceased, for beneficiary, death claim of Jerome Monaghan, deceased, late member of Div. No. 589, Boston, Mass.; cause, Acute Parenchymatous Nephritis and Hypostatic Pneumonia.....	250.00
Nellie Bendorf, beneficiary, death claim of Henry Bendorf, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Encephalitis.....	400.00
Louise Ellen Marks, beneficiary, death claim of D. F. Marks, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Chronic Interstitial Nephritis.....	400.00
Mrs. Marie Florence White, beneficiary, death claim of Wm. White, deceased, late member of Div. No. 194, New Orleans, La.; cause, Chronic Ulcer of Stomach.....	800.00
Geo. E. Adams, financial secretary and treasurer of Div. No. 215, for beneficiary, death claim of Victor A. Chione, deceased, late member of Div. No. 215, Wheaton, Ill.; cause, Injuries from being accidentally struck by R. R. Train while at work as Lineman for Electric Railway Co.....	100.00
Mrs. Emma Burnett, beneficiary, death claim of Edward J. Burnett, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, Septicemia.....	500.00
Clara Griffin, beneficiary, death claim of Joseph J. Griffin, deceased, late member of Div. No. 448, Springfield, Mass.; cause, Tubercular Meningitis.....	800.00
Abe L. Spradling, financial secretary and treasurer of Div. No. 627, for beneficiaries, death claim of Wm. Keiser, deceased, late member of Div. No. 627, Cincinnati, Ohio; cause, Duodenal Ulcer.....	150.00
Abe L. Spradling, financial secretary and treasurer of Div. No. 627, for funeral, tombstone, doctors' and other expenses, death claim of Wm. Rowsey, deceased, late member of Div. No. 627, Cincinnati, Ohio; cause, Carcinoma of Stomach.....	700.00
Clara Wilde, beneficiary, death claim of F. (Frank) Wilde, deceased, late member of Div. No. 627, Cincinnati, Ohio; cause, Acute Pericarditis.....	800.00
Mrs. Nellie Smith, beneficiary, death claim of L. (Lee) Vaughn, deceased, late member of Div. No. 627, Cincinnati, Ohio; cause, Carcinoma of Stomach.....	800.00
Harriet F. Meigs, beneficiary, death claim of Samuel W. Meigs, deceased, late member of Div. No. 281, New Haven, Conn.; cause, Chronic Interstitial Nephritis.....	800.00
Bertha Regets, beneficiary, death claim of David Regets, deceased, late member of Div. No. 582, Utica, N. Y.; cause, Accident—Being crushed between two cars, causing Shock and Hemorrhage, contributory, Fractured Pelvis and rupture of bladder.....	800.00
Katherine Stoll Jerge, beneficiary, death claim of Valentine Jerge, (John), deceased, late member of Div. No. 623, Buffalo, N. Y.; cause, Cerebral Hemorrhage.....	800.00
Mrs. Lillie Hanrahan, beneficiary, death claim of John Hanrahan, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Pneumonia.....	800.00
Mrs. Minnie Slater, beneficiary, death claim of Albert Slater, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Acute Myocarditis and Carcinoma of Stomach.....	800.00
Mrs. Marshall Hansen, beneficiary, death claim of Marshall Hansen, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Endocarditis.....	150.00
Mrs. Julia King, beneficiary, death claim of Joseph King, deceased, late member of Div. No. 589, Boston, Mass.; cause, Carcinoma of large intestine.....	800.00
Mrs. Harry Oldfield, beneficiary, death claim of Harry Oldfield, deceased, late member of Div. No. 107, Hamilton, Ont.; cause, Sarcoma of Ilium and Secondary Anaemia.....	150.00
Mrs. Sarah Timmerding, beneficiary, death claim of William H. Timmerding, deceased, late member of Div. No. 528, Covington, Ky.; cause, Apoplexy.....	800.00
Mrs. Maria Weber, beneficiary, death claim of Kilian Weber, deceased, late member of Div. No. 820, West Hoboken, N. J.; cause, Myocardial Degeneration.....	150.00
Elizabeth Mary Tully, beneficiary, death claim of Edward J. Tully, deceased, late member of Div. No. 240, Chelsea, Mass.; cause, Hemiplegia (Valvular Heart Disease).....	800.00
Mrs. Bertha Van Dyke, beneficiary, death claim of Sabe S. Van Dyke, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Cerebral Hemorrhage.....	800.00
Mrs. Neil Weir, beneficiary, death claim of Neil Weir, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Chronic Nephritis and Diabetes.....	500.00
Wm. S. McClenathan, secretary-treasurer of Div. No. 308, to apply on funeral expenses, death claim of Michael Reid, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Chronic Nephritis and Chronic Myocarditis.....	100.00
Mrs. Harry Lentema, beneficiary, death claim of Harry Lentema, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Cardiac Asthma, Dilatation of Heart and Arterio Sclerosis.....	400.00
Agnes M. Schneider, beneficiary, death claim of William Schneider, deceased, late member of Div. No. 836, Grand Rapids, Mich.; cause, Abdominal Hemorrhage from being crushed between two cars.....	100.00
Mrs. Francis E. De'Roos, beneficiary, death claim of Bron A. Bliss, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Chronic Interstitial Nephritis.....	800.00
William Taber, financial secretary and treasurer of Div. No. 241, for beneficiary, death claim of Timothy J. Flynn, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Pulmonary Tuberculosis.....	150.00
Mrs. Eldora Miller, beneficiary, death claim of Corydon D. Miller, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Lobar Pneumonia.....	800.00
Mrs. Mary Kenney, beneficiary, death claim of John Kenney, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Cerebral Hemorrhage (Apoplexy).....	800.00
Martha E. Gloor, guardian of minor children, the beneficiaries, death claim of Edward J. McCleary, deceased, late member of Div. No. 589, Boston, Mass.; cause, Phthisis Pulmonalis.....	800.00
Margaret J. Duston, beneficiary, death claim of Charles Duston, deceased, late member of Div. No. 589, Boston, Mass.; cause, Coronary Sclerosis.....	800.00
Nellie Smith, beneficiary, death claim of Harry E. Smith, deceased, late member of Div. No. 192, Oakland, Calif.; cause, Aortitis, Natural Cause.....	250.00
Ella Laird, beneficiary, death claim of Edward Laird, deceased, late member of Div. No. 876, Hamilton, Ont.; cause, Pernicious Anemia.....	250.00
William Taber, financial secretary and treasurer, of Div. No. 241, for beneficiaries, death claim of Dorris A. Newell, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Gastric Ulcer and Duodenal Ulcer.....	800.00
Bridget Crawford, beneficiary, death claim of James Crawford, deceased, late member of Div. No. 623, Buffalo, N. Y.; cause, Carcinoma of Sigmoid.....	800.00
Bartholomew Connolly, administrator of estate of deceased, for beneficiary, death claim of James S. Connolly, deceased, late member of Div. No. 623, Buffalo, N. Y.; cause, Nephrolithiasis and Acute Uremia following operation.....	500.00
Emma A. Brown, beneficiary, death claim of Albert Brown, deceased, late member of Div. No. 717, Manchester, N. H.; cause, Papilloma of bladder and Chronic Rheumatism.....	600.00
William J. Moorehead, president and business agent of Div. No. 192, for beneficiary, death claim of George H. Nutting, deceased, late member of Div. No. 192, Oakland, Calif.; cause, Heart block; contributory cause, Chronic Nephritis, pericarditis and myocarditis.....	800.00
Henri Letremouille, power of attorney for beneficiaries, death claim of Pellemont Latremouille.....	

remouille, deceased, late member of Div. No. 790, Montreal, Quebec; cause, Cirrhosis of Liver and Cerebral Hemorrhage.....	200.00
Mrs. Giovanni Teolis, beneficiary, death claim of Giovanni Teolis, deceased, late member of Div. No. 790, Montreal, Quebec; cause, Gastro Enteritis.....	350.00
Mrs. M. L. Mims, beneficiary, death claim of Charles A. Mims, deceased, late member of Div. No. 610, Charleston, S. C.; cause, Valvular Disease of Heart.....	400.00
John Delay, power of attorney for beneficiary, death claim of Bartholomew Delay, deceased, late member of Div. No. 589, Boston, Mass.; cause, Fracture of ribs and Lobar Pneumonia.....	250.00
Joseph J. Burke, administrator of estate of deceased, for beneficiary, death claim of Thomas H. Burke, deceased, late member of Div. No. 589, Boston, Mass.; cause, Struck by automobile, causing Multiple injuries, including crushed chest and fractured spine.....	800.00
Josephine Mary Hodapp, executrix of will of deceased, for beneficiaries, death claim of Emma Dixon, deceased, late member of Div. No. 589, Boston, Mass.; cause, Abscess of the Gall Bladder.....	400.00
Minnie B. Prescott, beneficiary, death claim of George A. Prescott, deceased, late member of Div. No. 589, Boston, Mass.; cause, Angina Pectoris.....	800.00
Gladys Viola McLaughlin, beneficiary, death claim of Robert B. McLaughlin, deceased, late member of Div. No. 618, Providence, R. I.; cause, Double Pneumonia.....	800.00
Mrs. Willis J. Bradish, beneficiary, death claim of Willis J. Bradish, deceased, late member of Div. No. 197, Meadville, Pa.; cause, Cerebral Hemorrhage.....	800.00
Ralph U. Morford, financial secretary and treasurer of Div. No. 272, for beneficiary, death claim of James V. Cyphert, deceased, late member of Div. No. 272, Youngstown, Ohio; cause, Broncho-Pneumonia.....	400.00
G. C. Warrick, financial secretary and treasurer of Div. No. 587, to apply on funeral expenses, death claim of Diedrick Johansen, deceased, late member of Div. No. 587, Seattle, Wash.; cause, Cerebral Hemorrhage.....	150.00
Mrs. Catherine Thompson, beneficiary, death claim of Thomas W. Thompson, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Malignant Cancer.....	350.00
P. J. McGrath, financial secretary and treasurer of Div. No. 85, for beneficiaries, death claim of Michael Gavin, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, Lobar Pneumonia.....	800.00
C. P. Cook, financial secretary and treasurer of Div. No. 416, for beneficiary, death claim of Walter C. Marsh, deceased, late member of Div. No. 416, Peoria, Ill.; cause, Pneumonia.....	800.00
Mrs. Joseph Hora, beneficiary, death claim of Joseph Hora, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Myocarditis and Acute Dilatation of Heart.....	250.00
Mrs. F. C. Chadwick, beneficiary, death claim of F. C. Chadwick, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Chronic Myocarditis.....	800.00
John S. Galloway, financial secretary of Div. No. 850, for beneficiary, death claim of Leigh Milne Cunningham, deceased, late member of Div. No. 850, Sault Ste. Marie, Ont.; cause, Tuberculosis (Phthisis).....	400.00
Mrs. Margaret Catalano, beneficiary, death claim of Charles Catalano, deceased, late member of Div. No. 194, New Orleans, La.; cause, Obliterative endarteritis of right hand, Fatty degeneration of kidneys and Myocarditis.....	800.00
Mrs. Margaret J. Peterson, beneficiary, death claim of J. Peterson, deceased, late member of Div. No. 194, New Orleans, La.; cause, Locomotor Ataxia.....	800.00
Mrs. Joseph A. Lavin, beneficiary, death claim of Joseph Alexander Lavin, deceased, late member of Div. No. 240, Chelsea, Mass.; cause, Acute septic infection in right arm ending in Pyaemia.....	800.00
Wm. S. McClenathan, secretary-treasurer of Div. No. 308, for beneficiary, death claim of John Mitchell, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Arterio Sclerosis.....	800.00
Mrs. Mary C. Schumacher, beneficiary, death claim of Edward Schumacher, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Shock and injuries received from being hit by auto.....	100.00
Mrs. Margaret Moulse, beneficiary, death claim of Robert Moulse, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Lobar Pneumonia.....	800.00
Mrs. Margaret Wallweber, beneficiary, death claim of Anthony Wallweber, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Fracture of skull from a fall, head striking sidewalk.....	150.00
E. O. M. Fehrstrom, financial secretary and treasurer of Div. No. 589, for administrator of estate for beneficiary, death claim of Daniel Broughton, deceased, late member of Div. No. 589, Boston, Mass.; cause, Acute Lobar Pneumonia.....	800.00
Ernst O. M. Fehrstrom, administrator of estate of deceased, for beneficiary, death claim of John Nelson, deceased, late member of Div. No. 589, Boston, Mass.; cause, Acute Intestinal Obstruction.....	500.00
Mrs. Eva Kellar, beneficiary, death claim of Peter Paul Kellar, deceased, late member of Div. No. 900, Highwood, Ill.; cause, General Peritonitis (Ruptured Appendix).....	100.00
Bridget Donahue, beneficiary, death claim of James A. Donahue, deceased, late member of Div. No. 448, Springfield, Mass.; cause, Pyelocystitis.....	800.00
Mrs. Della Morrow, beneficiary, death claim of George H. Morrow, deceased, late member of Div. No. 515, Galesburg, Ill.; cause, Struck by automobile, causing skull fracture and hemorrhage.....	800.00
L. A. Graser, financial secretary and treasurer of Div. No. 788, to apply on funeral expenses, death claim of Walter P. Hutson, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Carcinoma of Kidney.....	150.00
Margaret Murphy, beneficiary, death claim of John Murphy, deceased, late member of Div. No. 441, Des Moines, Iowa; cause, Cardio-Renal Disease.....	800.00
Mrs. Elmyra Falcón, beneficiary, death claim of Wm. J. Falcón, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, Brain Tumor—Epilepsy.....	800.00
Mrs. Lissie A. Pitcock, beneficiary, death claim of William T. Pitcock, deceased, late member of Div. No. 662, Pueblo, Colo.; cause, Chronic Endocarditis and Chronic Nephritis.....	800.00
Mrs. Johana Junker, beneficiary, death claim of Joseph Junker, deceased, late member of Div. No. 194, New Orleans, La.; cause, Carcinoma of right chest with extensive Metastasis and Chronic Valvular Disease.....	800.00
Mrs. Eva Mahan, beneficiary, death claim of Peyton R. Mahan, deceased, late member of Div. No. 757, Portland, Oregon; cause, General Paralysis.....	500.00
Mrs. James Craven, beneficiary, death claim of James Craven, deceased, late member of Div. No. 544, Williamstown, Pa.; cause, Cerebral Hemorrhage (Stroke).....	100.00
Ida Seguin, beneficiary, death claim of Fred Seguin, deceased, late member of Div. No. 591, Hull, Quebec; cause, Pulmonary Hemorrhage.....	800.00
Mrs. Issa Crawford, beneficiary, death claim of Charles Crawford, deceased, late member of Div. No. 125, Belleville, Ill.; cause, Revolver shot—Suicide.....	700.00
Mrs. Janette Tong, beneficiary, death claim of David Tong, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Cerebral Hemorrhage and Paralysis of right side.....	250.00
Mrs. Bertie Wiley, beneficiary, death claim of Harry S. Wiley, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, Acute Cardiac Dilatation.....	800.00
Mrs. Kate Woodward, beneficiary, death claim of Patrick Cotter, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Organic Heart Disease.....	100.00
Wm. S. McClenathan, secretary-treasurer of Div. No. 308, for beneficiary, death claim of Joseph Rendok, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Suicide—Asphyxiation, due to inhaling illuminating gas while temporarily insane.....	250.00
Lorenzo E. Lawton, member of Div. No. 174, Fall River, Mass.....	\$800.00

Jacob Leakey, member of Div. No. 194, New Orleans, La. 800.00
 Martin Lebbers, member of Div. 241, Chicago, Ill. 800.00
 Total. \$48,450.00

IN MEMORIAM

By Div. No. 280, Lowell, Mass.

Whereas, Almighty God, in His infinite wisdom, has seen fit to remove from our midst our esteemed and beloved brother, Patrick Hammerley, in whose death we have lost a true and loyal member; and Whereas, Our late brother was a faithful member of this organization, loyal to his co-workers and a conscientious employee; be it, therefore

Resolved, That this Division place upon record, our appreciation of our late brother, and extend our profound sympathy to the bereaved family in their bitter hour of grief; that the charter be draped in mourning for a period of thirty days and that the brothers wear black bows for thirty days; and that a copy of these resolutions be sent to the MOTORMAN AND CONDUCTOR for publication.

Committee on Resolutions,

THOMAS F. BOYLE
 MICHAEL J. McGOUGHAN
 PATRICK J. FELL
 WILLIAM SPOURLE.

By Div. No. 595, Salem, N. H.

Whereas, Almighty God, in His infinite wisdom, has removed from our midst, our beloved brother, J. Henry Wier, in whose death we lost a loyal member and while we know that words cannot alleviate the grief of the beloved widow, we feel that it will be a consolation for her to know that faithful friends offer their deep sympathy; therefore, be it

Resolved, That we, the members of Division No. 595, A. A. of S. & E. R. E. of A. in meeting assembled, extend to the bereaved widow of our late brother, our heartfelt sympathy in her dark hour of sorrow

Resolved, That as a tribute to the memory of our departed brother, the Division drape its charter for a period of thirty days, and that copies of these resolutions be transmitted to the bereaved widow, published in the MOTORMAN AND CONDUCTOR, and entered on the minutes of this meeting.

Committee on resolutions,

Attest:
 January 5. D. A. McLEAM.
 HARRY M. BUTLER.
 JAMES S. COLES.

By Div. No. 702, Canton, Ohio

Whereas, Almighty God in His infinite wisdom, has seen fit to remove from our midst, our esteemed and beloved brother, W. V. Boyd, in whose death we have lost a true and loyal member; and while we know that words cannot alleviate the grief of the beloved widow and family, yet we feel it will be a consolation for them to know that faithful friends and brothers offer their deepest sympathy in this, their dark hour of affliction; therefore, be it

Resolved, That we, the members of Local Division 702 of the A. A. of S. & E. R. E. of A., in regular meeting, extend our heartfelt sympathy and consolation to the bereaved family of our late and deceased brother, W. V. Boyd; and be it further

Resolved, That copies of these resolutions be spread upon the minutes and a copy be sent for publication in the MOTORMAN AND CONDUCTOR, and a copy be sent to the bereaved widow.

Feb. 7. Committee on Resolutions,
 E. C. STEBLER, Secy.
 C. A. DENNIS.
 W. H. KERRIGAN.

By Div. No. 537, Holyoke, Mass.

Whereas, Our Loving Father in His infinite wisdom has seen fit to suddenly remove from our midst, our beloved brother, T. Walter Judd, in whose death we have lost a faithful companion and his family a loving husband and father; and while we know that words cannot alleviate the grief of his loved ones, yet we feel that it will be a consolation for them to know that faithful friends and brothers offer their deepest sympathy; therefore, be it

Resolved, That we, the members of Division No. 537, A. A. of S. and E. R. E. of A., extend our heartfelt sympathy to the bereaved family; further, be it

Resolved, That the Charter of this Division Association be draped in mourning for a period of thirty

days, as a token of respect for our departed brother; that copies of these resolutions be transmitted to the family, and that these resolutions be published in the MOTORMAN AND CONDUCTOR.

Committee, WILLIAM F. GOULD,
 DAVID J. DONOHUE,
 JEREMIAH T. SULLIVAN.

Jan. 16, 1923.

By Div. No. 732, Atlanta, Ga.

Whereas, Our Heavenly Father has seen fit to remove from his earthly labours, on December 21, 1922, our beloved Brother J. J. Dorsett, and

Whereas, In the death of Brother Dorsett, Division 732 A. A. of S. and E. R. E. of A. has lost a faithful member who was loyal to his co-workers and a conscientious employee; therefore, be it

Resolved, That this Division place on record our appreciation of our late brother and extend our profound sympathy to his bereaved family; also that our charter be draped in mourning for a period of thirty days. Fraternally, W. J. DEAN,
 Jan. 17. H. E. JAMES, Committee.

By Div. No. 628, Covington, Ky.

Whereas, Death has again visited our ranks and claimed two of our respected members, Brothers Edward Veil and Wm. Timmerding, and called them from their earthly labors; therefore, be it

Resolved, That in the passing of these men, our Union has lost two faithful supporters and the community two loyal citizens; their families loving companions; be it further

Resolved, That our Charter be draped for a period of thirty days, and that a copy of these resolutions be spread upon the minutes of the Local Division, a copy sent to their families, and a copy sent to our International Journal, the MOTORMAN AND CONDUCTOR for publication. K. ADAMS,
 Feb. 7. M. BRENNEN,
 A. WEISENBACH,
 Committee.

By Div. No. 898, Macon, Ga.

Whereas, Almighty God, in His infinite power and wisdom, has seen fit to remove from our midst, our esteemed and beloved brother, L. B. Samples, in whose death we have a lost true and loyal member and faithful companion, and his family, a loving husband and father, while we know that words cannot alleviate the grief, it will be a consolation for the family to know that faithful friends and brothers offer their sympathy; therefore, be it

Resolved, That we, the members of Division 898 Amalgamated Association of Street and Electric Railway Employees of America, extend our heartfelt sympathy and consolation to the bereaved widow and children and further, be it

Resolved, That as a token of respect for our late brother, we drape our charter for a period of thirty days, that a copy of these resolutions be spread on the minutes of our meetings, a copy forwarded to the bereaved widow and that a copy be furnished to our official journal, the MOTORMAN AND CONDUCTOR for publication. LAMAR JONES,
 Jan. 22. FORREST HOWELL,
 J. F. MCCARTHY, Com.

By Div. No. 515, Galesburg, Ill.

Whereas, God in His wisdom and loving providence, has seen fit to suddenly take from our midst, Brother Geo. H. Merrow, in whose death we have lost a true and loyal brother and his family a loving husband and father, and while we bow in humble submission to His righteous will, we mourn the loss of our brother, who in life, was a worthy member and every ready to do his duty in a faithful manner; therefore, be it

Resolved, That we, as members of Division 515, of the Amalgamated Association of Street and Electric Railway Employees of America, in regular meeting assembled, extend to the bereaved widow and family of our late brother, our heartfelt sympathy in their dark hour of affliction and commit them to the kindly consolation of Him, who doeth all things well and knoweth best; and, be it further

Resolved, That as a token of respect for our brother, we drape our Charter for a period of thirty days and enter a copy of these resolutions on the minutes of our meeting and send a copy to the MOTORMAN AND CONDUCTOR and the Labor News for publication, and also a copy to the bereaved family. Dec. 16. F. J. THURLEY, President.
 CHARLES H. COBB, Fin. Sec.
 R. B. BLANTON, Rec. Sec.

Edited by Local Division Correspondents



PRESIDENT CHESTER M. RYDER,
Div. No. 777, Muskegon, Michigan, and
Miss Ryder

One of the most active and progressive Locals of the Amalgamated Association is Division No. 777, of Muskegon, Mich., the president of which, Brother Chester M. Ryder is represented in the above picture, with Miss Ryder, his little daughter, of whom he is even more proud, if possible, than of the organization that he has assisted in so successfully developing and maintaining in the face of many vicissitudes. Division No. 777 is in the advanced rank of the Locals that have established agreeable working conditions and are holding wages to a reasonably fair figure. The Local was also instrumental in protecting and conserving the interests of the employing property, which was one of those properties that had a rough voyage as a result of the abnormal conditions developing from the late World War.

BOARD MEMBER SINCLAIR VISITS LOCAL

Hamilton, Ont.—Division No. 107 held a regular meeting January 27, at a time when President McIlwraith was sick in bed. Vice-President Dye was in the chair with his body guards, Brothers Perrin and Dave Trumbell. Brothers Allen and Kosee took their regular seats in the front row. The meeting was hot from start to finish.

With Division No. 107 the question of one week in three for junior men has been a big one. The junior men feel that they should rank in seniority with the older men. Of course it was the older men who built up this Division Association and the junior men came into it long after conditions were made by the older men and perhaps do not understand the struggles that the older men went through to gain the right to hold meetings as trade unionists. They were successful and, of course, today we enjoy the right to assemble as trade unionists and determine upon questions in employment and wages in our associate capacity.

The junior men recognize the importance of maintaining the organization without defects. As were it not that we are organized, we would not be allowed to organize without vigorous opposition on the part of the company and it is not exactly the time that the organizing of the unorganized is easy.

General Executive Board Member Magnus Sinclair was in attendance at our meeting. Believe me, he gave us some very good advice. He cited the Constitution and General Laws which he told us were made in Conventions by representatives of the various Local Unions. Of course, it was old stuff, but it was true. He told us how the old men had struggled thirty years ago to establish organization. Of course there were those among us who would take the position that we are living now for the future and not for the past. But this does not destroy the fact that were we to shatter old Division No. 107 and again become non-union, it might take us thirty years more to get where we are today in building up another organization. We would have to build it of the same material—the same men. The same arguments would arise and if we got to quarreling among ourselves in an effort to establish organization, we wouldn't get very far.

Officers for the ensuing year are: President, James McIlwraith; vice-president, A. K. Smith; recording secretary, A. Clark; financial secretary-treasurer, G. Blackwell; conductor, C. C. Kemp; sentinel, Dinty Moore; executive board, B. Perrin, Dave Trumbell, H. Bennett, H. Greenfield and President McIlwraith.

—107.

CARRY SPECIAL ASSESSMENT

Muskegon, Mich.—Officers of Division No. 777, for the ensuing year are: President, Chester Ryder; vice-president, L. Rice; recording secretary, A. Jones; financial secretary, F. Allard; treasurer, J. Dykstra; warden, B. Bailey; business agent, A. E. Ribble; correspondent, B. Carr.

Timmy Loss is deserving of much praise for the service he has rendered as our business agent pending the time he filled that position. Timmy will always be looked up to, even though he is physically the smallest member of our Local.

Our boys feel that we are fortunate in having Brother Chet Ryder again at the helm, as president. His work has always been for the utmost good of the Local. The same can be said of Brother A. E. Ribble. x

We are yet holding but one meeting each month. No doubt this will continue, as long as it proves successful. Our boys feel there is no excuse, except sickness, for anyone not being present to devote at least a couple of hours each month to the good of the organization.

During the past two months we had a special assessment of One Dollar on our cards. I don't believe there would be a kick from anyone if it were five. They have long ago found the worth of organization.

Brother James Rooden will be off duty for several months, as a result of a fall on the ice, in which his shoulder was broken.

Brother Ora Cruzan, as a result of his Chevrolet backfiring, while he was cranking it, sustained a broken arm.

No need to tell the boys not to forget our next meeting, for they will all be there to give the wheel another push. Our meeting of January 29 was well attended and much interest was shown in the way of moving for a successful year.

—777.

ASSEMBLYMAN WILL J. ROBINSON



ELECT ROBINSON TO LEGISLATURE

Alliance, Ohio.—Division No. 360 at the meeting held January 11, installed officers for 1923 as follows: President, Albert P. Riddle; vice-president, W. K. Stanley; treasurer, Wm. J. Wallace; recording and financial secretary, Will J. Robinson; executive board, A. F. Riddle, John Spencer, F. L. McNabb, Ira A. Watson, T. Matthews, Will Robinson; trustees A. F. Riddle, W. K. Stanley, Geo. C. Lewis; warden, Ed. J. O'Brien; conductor, Geo. G. Hartzell; sentinel, A. W. Hearn; C. L. U. delegates, A. F. Riddle, John Spencer, Ira A. Watson, Frank Witherspoon, Will J. Robinson; social committee, A. F. Riddle, G. M. Hale, E. F. Jones, Chas. Oler, W. K. Stanley, Geo. C. Lewis; correspondent, Harry B. Curry; business agent, John Spencer.

The meeting was fairly well attended but attendance can be improved upon. All members present were free to speak their minds and the best of feeling prevailed. We predict unusual interest in the meetings of Division No. 360 during the year 1923.

Our worthy Secretary Will J. Robinson, was elected a member of the Ohio General Assembly from Stark Co. at the November Election. Due to an adjournment of the Assembly, he was able to attend our installing meeting and had some very interesting things to tell us along the line of questions before the Legislature at the present session. We are very proud that one of our number was chosen by the voters of Stark Co. as a representative in the State Legislature. We know Brother Robinson is fair and honest and will deal justly with all on legislative questions. He is not radical in his advice and will listen to the advice and opinions of his constituents. He was again elected president of the Alliance Central Labor Union, which will be his fourth term. His fairness on all questions has won him favor with all labor organizations as well as with the public.

Brother Robinson, we extend to you, our heartiest congratulations and best wishes in all your undertakings. May God bless and be with you in a long, long life.

—360.

SEEKING CONSOLIDATION OF LOCALS

E. St. Louis, Ill.—Division No. 125 has installed officers for 1923 as follows: President, Howard Larkan; first vice-president, J. G. Brooks; second vice-president, W. R. Porter; recording secretary, E. E. Marsden; financial secretary, L. B. Bone; executive board, J. V. Adams, Thos. Cunningham, G. W. White, E. Miller and Howard Larkan; delegates to the State Federation of Labor, L. B. Bone and Pat Bowen; delegate to the International Convention, Geo. W. Cross; Labor day marshal, Pat Bowen; warden, T. Cooney.

We are trying to get Alton Local 236, and Interurban Local 805 to consolidate with us so that by the first of May we can all be together in handling our affairs.

—125.

ENDURED HEAVY SNOW

Oil City and Franklin, Pa.—Officers for the year 1923 who have been installed for Division No. 470 are: President, Wm. B. Bixler; vice-president, W. J. Brown; financial and recording secretary, J. B. Beck; treasurer, J. W. Gibson; executive board, J. L. Delabaunty, J. B. McCann, R. W. Smiley, B. W. Whitehill, C. W. Black and W. E. Emery.

During the year 1922, there was much sickness among our members, some being sick as long as two and three months at a time. Our Local pays sick benefits of \$1 per day after the seventh day of sickness and not to exceed \$84 per year. We paid the full amount to some of our members who were sick. At present there are on the sick list, A. J. Reagle, C. F. May, G. S. Smiley, A. J. Beer, W. E. Emery, R. A. Ward and F. D. Eaton. Brother Eaton has been sick since last September. His family consists of his wife and two children. We made him a Christmas present of eats consisting of meat, flour, potatoes, fruit, canned goods and other articles of food, and a purse of \$43, for which he wishes to thank the boys.

We have endured much snow during the Winter, at times three feet deep. This condition makes traveling difficult. Our streets are more or less covered with ice and snow, with ruts worn by automobiles, and it is difficult to avoid collisions with autos. It is hard for them to get out of the ruts.

Our Superintendent recently congratulated the motormen for the small number of accidents we are having under these conditions. When a heavy snow falls it often requires the aid of all available men, including the car men, who use shovels. Some of us are on the job all of the time keeping the switches open and doing other necessary work.

Brother H. T. Tarr is now inspector and car dispatcher. He is on night duty. He seems to be handling the job O. K.

Brother F. M. Gibbs endured a three months sickness but is again on the job.

Brother W. D. Porter, our oldest member, has passed the 70 milestone mark. He is a pioneer motorman and had his experience on the horse cars before electric power was installed. He retains a sharp eye and keen memory. We call him "Dad." As he said, "My boys always remember me at Christmas." A year ago we gave him an easy chair. Last Christmas his presents were a woolen sweater, candy, nuts, fruits and six boxes of stogies, for all of which he wishes to thank his boys.

—L. D. 470.

PRESIDENT WEPNER RE-ELECTED

Newark, N. J.—President Wm. P. Wepner is again at the helm of Division No. 819, having been re-elected at the election of officers for the year 1923. Brother Fred Weingarth was his opponent this time. The vote stood: Wepner, 691; Weingarth, 152. Brother Naughton was re-elected vice-president and will serve his fifth year in that position. His opponents were Brothers Clift and Carroll. The vote stood: Naughton, 494; Clift, 191; Carroll, 99. For the office of financial secretary-treasurer, Brother Peters was re-elected. His opponents were Brothers Dunn, Condon and Anderson. Brother Sullivan was opposed for recording secretary by Brother Kilkenny, but won out on a vote of 386 to 372.

Our executive board this year is comprised of Brothers Clift, of Big Tree; Young of Harrison, Farley of Miller St., Houser of Bergen, Naughton of Hilton, Lynch of 16th Ave., Kirschmayer of S. Orange, Flynn of Montclair, O'Connor of the O. P. N. and at Roseville, Brother Fruchtmann to represent the conductors and McGarry the motormen. Brothers Murray and Witting will represent the Plank Road Shops, Brother Goshlin will be in charge of Central.

Our officers were installed by Brother Appleton at our January meeting. Brother Appleton also gave us a talk on State affairs.

—Doc.

AIM FOR BANNER YEAR

Edmonton, Alta.—Division No. 569 has installed the officers for the year 1923 as follows: President, J. Matear; vice-president, W. Quinn; recording secretary, C. Blake; financial secretary, F. McClean; corresponding secretary, A. Hillman; conductor, A. Whelpley; warden, M. P. Cady; sentinel, E. Manley; executive board, A. Whelpley, T. Ramsay, R. Minter, A. McCann, D. McDonald, J. Walker, C. Chambers, J. Mooney, W. Evans.

Young daughters have appeared in the homes of Brothers P. Brady and J. Hakin, for which the families have our congratulations.

We wonder why Brothers Coleman and Bugar left the main line for the Lake Flier.

Our agreement for the year 1923 is now before the city council. Let's hope for the best.

Let's pull together for the year 1923 and make it a banner year for old Division 569.

—SCRIBE.

EXTEND FARE INCREASE PERIOD

St. Louis, Mo.—Division No. 788 again can report being in a healthy condition. Things are going along very nicely.

At our recent election we elected our former officers. It was our tribute to the splendid way they have conducted our business in the past. Their service has given general satisfaction. The officers installed are: President, R. B. Armstrong; first vice-president, Walter T. Hodges; second vice-president, C. A. Maves; recording secretary, Mathew True; financial secretary-treasurer, L. A. Grasser; conductor, Albert Mathew; warden, Thos. Moore; sentinel, C. A. Shelton; correspondent, David Fleming.

The Public Service Commission has extended the time of the seven cents fare indefinitely and our contract remains the same and will so continue until one or the other of the two parties wishes to open it, and we feel safe that there will be no opening of the agreement for some time.

Mrs. Amel Hubert was taken by death November 26. She is survived by her husband, son and daughter. A host of friends extend sincere sympathy to the bereaved family.

Brother August J. Burjeck was taken from our ranks by death on January 5. He leaves a widow and four small children who have the sincere sympathy of Division No. 788.

Brother Will Rives is again on the job after recovering his health at St. John's Hospital.

Brother Geo. Kyle on December 27 suddenly dropped dead on his car, of heart failure. He leaves a widow and five children and a host of friends to mourn his death.

Brother Anson Ervin recently died at Cape Girardeau from poisonous goiter. He is survived by his widow and three children.

Brother Frank O'Shea was with us at our regular meeting in January when he made us a fine talk. He explained the Buffalo situation and assured us that our boys who are on the firing line in Buffalo are of good cheer and appreciate the contributions being made by Division No. 788 to help them in their struggle for the right of organization.

We are having well attended meetings and initiating good classes at each meeting. —788.

LOCAL OFFICERS INSTALLED

Wheeling, W. Va.—Officers for Division No. 103, for the year 1923 have been installed as follows: President, M. L. Tustin; first vice-president, Chester Hardesty; second vice-president, Hugh Carroll; recording secretary, T. A. Swain; financial secretary, A. H. Crumley; treasurer, Chas. Sonnefeld; conductor, Geo. Myers; warden, Edward Guaghan; sentinel, R. E. Smith; executive board, Wm. Boyd, James Dolan, Lester Crow, Chas. Downing, Martin Oats. Delegates to the Ohio Valley T. and L. A., Hugh Carroll, J. J. Miller, Ford Moore, Henry Shrader, M. L. Tustin. Delegates to the Belmont T. and L. A., C. E. Bartlebaugh, Ford Moore, M. L. Tustin. Correspondent, B. F. Cunningham. Follansbee Branch Officers are: Vice-President (A. M. meeting) Herbert Hoffman; vice-president, (P. M. meeting) Chas. Schwing; sentinels, Edw. Thompson, Edw. Kerr; warden, L. M. Robinson; conductors, Walter Bowman, J. A. Beardon. Executive board, S. C. Cawthon, Frank Huff; delegates to the Jefferson Co. Trades and Labor Assembly, S. G. Cawthon, Frank Huff, H. G. Parker; correspondent, Edw. Thompson.

Two one-man cars have been installed on the Warwood Division of the Traction Co.

Brother Clark, veteran of many years of the West Virginia side, is motoring on the Barton Division.

Brother Whalen claims it took him many years to find that there were some real pleasures in motoring on the interurban.

The biggest shake-up ever known with us was occasioned at the last opening of the Board for picks. Some wish they were back on their old runs, finding their new choice not exactly a pudding.

—M. L.

SPIRIT OF CO-OPERATION PREVAILS

Grand Rapids, Mich.—At the meeting of Division No. 836, held January 5, officers for the year 1923 were installed by former President Clyde R. Pixley. The officers installed were as follows: President, Claud Fisher; first vice-president, H. J. Eggleston; second vice-president, L. B. Beaver; financial secretary, E. L. Johnson; recording secretary, J. H. Richards; conductor, H. E. Green; warden, M.

Murry; executive board, F. Roe, R. Scalley, J. Drawberg, E. L. Johnson, J. O'Toole and Claud Fisher. Interesting talks were given by Brothers Pixley and Eggleston along the lines of the duty of officers and members in the work that confronts us for the coming year.

The past year has been a very good one. Our Board was very successful in their dealings with the company and the officials of the company are entitled to the credit of so directing affairs as to work to mutual co-operation. Many adjustments of grievances were made with Mr. Madigan, our superintendent. Mr. L. J. Delemarter, vice-president and general manager, has also shown a fairness in his dealings with our officers. We trust this spirit of co-operation and good feeling will continue through the year 1923.

We are expecting a few new cars and the report is that we are to have some busses. We are going after the business and will be right there with the convenience for the traveling public. We will show the company that we have the material in Division No. 836.

Transportation Superintendent Olds gives Brother Jack Atkins much credit for the careful stopping and starting of his car. It is the keynote of efficiency. We will all miss Brother Atkins when he goes to his farm in the spring. He has been an efficient officer of Division No. 836, as well as having given efficient service to the company as a motorman.

Brother Clyde Pixley complains of the numerous Ford machines that are a hindrance in making time on the West side. —Jok.

AWAITING VISIT OF CONVENTION DELEGATES

Portland, Ore.—Division 757 is making time points on the dot, and will reach Station Five Year in June. Thanks to good fortune and wise motorman and conductors, we have no derailments and few delays and have made good connections, considering the trend of the aftermath of the great world war.

We are having our regular meetings every Tuesday evening, and certainly well pleased in the interest shown by members attending. We have seen faces, recently, that had not been seen in a meeting in two years, and that was during a wage question. Keep the good work up, brothers. Do not allow the "click" to do everything. Come down and help put something over that will make the other fellow come down to the next meeting, and bring his gang along.

Some entertainment and dance Division 757 gave on the 26th of January, using two large halls for cards and dancing and two small halls, all on the same floor for Ice Cream and baby cabs. Every body connected with 757 was there, the lame, the halt, and a few of the almost blind for all the ice cream they could eat, and the most delicious cake ever made by the wives of the Local. We have benefited more ways than one, through that wild night. The fair sex, as usual, carried off the honors. The committee came next, with the eight cent grabbers as is customary bringing up the rear. We also learned that President Taylor likes to see the toe dancers, heavy on the toe. We also noticed our Bus, agent right up against the stage laughing just the same as he did when he was married. In fact, we were all interested in the programme, and let us have some more of them and get the families together.

We are proud of the Labor Temple, the finest in America or Canada, and to know the members of 757 own \$52,000.00 worth of stock and bonds.

Local No. 757 is waiting for Convention Delegates enroute to Oakland, Cal. this year, to show them our home, and the world renowned Columbia Highway, and to taste our celebrated Chinook Salmon. Invitations will soon be on their way to all Local Divisions.

Our new term Officers are all settled down in their new office furniture, the finest equipped office in the Temple. Financial secretary and business agent have to be told to leave at five P. M., quitting time.

Brother Bill Cooper is going to organize, how to get a nice form class at the Piedmont Division. We all can see and feel the result Bill has received through his every day in every way treatment.

It seems good to have little Bob back at the time roll, even if little Freddie must get up at 4 A. M. and the main guy, Roy Perkins blows in at 9:30 A. M.

Brother Gus Anderson was elected secretary treasurer for one year, and Brother Al Stein was elected executive board member of the Central Labor Council.

Now then boys come to the meetings and start something and I'll be back with some cold air, next month. —Pop.

RESTRAINT NOW REMOVED

Portland, Ore.—Although Division No. 757 hasn't had much to say in the past year, we have been going along at a 100 per cent clip, on an even grade. With a few minor changes in our contract, we are all set for the coming year. We are starting 1923 with our Three term Captain and First Officer, a new Executive Board, and Parser. The brothers who have been installed in office appreciate the honor, and attendance at meetings by the members who have elected them will add much in the way of gratitude. Good attendance is necessary in our affairs. The President will give every man a chance to air his views on the subject in which we are interested.

Once upon a time in Portland a man working on the cars would not have dared to go to a meeting the nature of ours. All of that restraint is now removed. We have broken the bonds, and we have the right to congregate in a meeting and discuss matters of our immediate concern. Why not take advantage of it? Let's attend our meetings and start this year right.

We have often pondered over how far back was meant by "Back to Normalcy." We have concluded that it means "Back to 35 years ago—the one-man car age."

Our Division is proud of its financial books, due to the accuracy and efficiency of our financial secretaries and the neat manner in which the books are kept.

Sellwood Division is happy to have the old war horse, Brother Elford, back in harness.

Brother A. Doyle is gathering the union labels of tobacco and cigars. We think he is after the \$5.00 prize to be given by Division 757.

President C. U. Taylor is taking a course in Home Economics at the Labor College. Mrs. Taylor says that is the only way she can keep him at home.

Sister Graham of Piedmont Division is on the road to recovery, a fact we are all glad to know. Brother Graham has had his share of trouble and we wish for him a brighter year.

Brother Andy Gump Chivers is still harping on a recount. Come to the meetings, Andy, and get acquainted.

We are glad to see "Little Bobby" back as time keeper at Piedmont Barna. He made a good F. S. but we like him better in his old job. It seems more like home.

Brother Fred Reed believes in the old saying, "The early bird catches the worm."

Brother Ashmore has gained 6 lbs. since leaving office work.

Brother Bill Cooper says "Day by day, in every way, I am getting thinner and thinner."

Brother Davis, of Piedmont, hereafter will take the longest way home. No more short cuts for him. He owes his life to Brother Mum. We would not have cared for the assessment, but when we think of the surroundings from which to start on the long trail—"All's well that ends well."

Brother Strutz is doing good work at the Labor Temple Dances.

Brother Neal, of Ankenny, is our champion checker player.

Brother Jim Starr has joined the one-man owl cars. We miss him at our meetings and hope he will take his daylight run.

Brother Bull Pendergast is in harness again and is donating his Dodge to Johnny Rockie.

—757.

RE-ELECT OLD OFFICERS

Indianapolis, Ind.—At the recent election of Division No. 645, President Albert H. Brown was re-elected. He is now serving his tenth year as president of our Local. Brother W. F. White was re-elected financial-secretary-treasurer, a position he has held since the Local was instituted. Brother Chas. W. Davis was elected recording secretary.

The Beech Grove Line operators are members of Division No. 645. The membership on the main line is secret, as we are not in a position yet to assert ourselves, without endangering the motorman and conductors who are members upon that system. We are yet far in the minority on the main city line, known as the Indianapolis Traction. However, there are many good men working on that system who will undoubtedly sooner or later become members of the Amalgamated. When their number increases to the majority, the boys will not be obliged to wait five years before they can get 42 cents per hour. The wage rates upon the city lines are 37 cents for the first year of service, 35 cents for the

second, 39 cents for the third, 40 cents for the fourth, 41 cents for the fifth, and after five years, 42 cents per hour. Nothing is added for overtime work. These wages are to be reduced three cents per hour. Interurban men get 2 cents per hour additional. The members upon the system known as the Beech Grove System, receive 5 cents per hour in excess of the wages paid upon the Indianapolis Traction.

Brothers Jos. Clements, John Griffin, S. M. Subera, F. W. Shigley, and Harry H. Ramsey were reported upon the sick list at our last meeting.

Here we are again, brothers, and families. We have enjoyed another good social time together. We held our box social January 6 and those attending will surely not soon forget that Division No. 645 always has something worth while at these events. A short program was prepared and enjoyed—recitations, singing, reading and music. The members wish to thank all who took part in the program. After the program we had a jolly good time.

Brother Geo. L. Heede, of Akron, O. was with us at a recent meeting and brought many good thoughts back to the members.

Our meetings are held the first Saturday night in the month. You know the location and do not forget the meeting night.

—645.

MAKING CONVENTION PREPARATIONS

Oakland, Calif.—The election and installation of officers was held the last Tuesday in December. Brother Bill Moorehead, our President and Business Agent was installed for his 4th consecutive term, having been elected by the largest majority ever given. Brother George Humphries was installed as vice-president. Brother R. R. Houk was installed as correspondent to the MOTORMAN AND CONDUCTOR, so you can look for some real interesting news from this Division in the future.

Division 192 is making rapid progress in its campaign to raise funds to take care of the Delegates to the International convention which meets in this city in September of this year. We are all looking forward to the arrival of our Eastern brothers, and we are going to show them just how the boys in Oakland do things. We have the best city on the coast, and our reputation for knowing how to do things and our hospitality to visitors is widely known and we intend to live up to that reputation when our convention arrives.

Brother Bill Moorehead has announced his candidacy for the office of City Commissioner in the spring election. He is backed by the carmen of this city to a man, and we look for him to be elected. The company has announced that they are going to put on a lot of new cars in the near future.

Brother Bob Furman, one of our loyal old timers, was stricken with a paralytic stroke and will be laid up for a long time. The boys are looking after him in his sickness.

Vice-President Humphries says to bring on every delegate to the convention and we will show them the way Oakland does things.

—192.

BEGIN NEW YEAR WELL

Colorado Springs, Colo.—The sun has gone down on the old year, and has risen again in all his radiant glory on the New Year, sending forth a message of greeting to all mankind, and offering new possibilities of greater achievements for the future—more than we have enjoyed in the past. May we be able to grasp the opportunity when unfolded. We are now living in a progressive Era, and may we grow bigger and better, in every way, with each succeeding day.

Div. No. 19 began the New Year with a feast and entertainment given by the Ladies Auxiliary. In behalf of the members of Div. 19, I wish to express our appreciation for the generous thought and energetic action that prompted such an elaborate spread of festivity. And long live and flourish the Ladies' Auxiliary!

After several hours of festivity, conforming with the Scripture, where it reads, "Eat, drink and be merry, for tomorrow ye may die," none are dead yet, but several of the boys have not eaten anything since, and not much before.

Mr. David P. Strickler, one of our officials, gave us a nice talk, after which we had the inauguration of officers for the ensuing year. Brother Fred Schneider, a progressive young man, succeeds Brother Bob Arnold for president.

—Div. 19, by D. A. D.

OTHER SIDE NEVER SLEEPS

Bridgeport, Conn.—We had an election of officers for 1923. Let it be understood that the members of Division 459 certainly know how to choose their candidates. But, there is a big 'But' do they know how to back them up. Any of our speakers will tell you that he does not have to twist his neck to address his hearers. They are right in front of him and he can be heard distinctly by using an ordinary tone of voice. Brothers, it is up to you to support the leaders you elect and you can't do so by staying away from your meetings. We have only one a month. It seems every member that is able to work should be able to attend either the noon or the night session. Let's go 100% from now on, and pick out some other day for the matinee or evening show at your favorite theatre. Wake up! come out of it before we are lost. The other side never sleeps. You young members shake the bowling alleys once a month and ye olde cronies, save the pipe and the paper for the morrow and exercise your bones by walking to the hall. I am begging you for your own good, as a brother to a brother.

Union means a gathering of brothers, a ship in order to weather all storms as it journeys on its way. 'BUT here is the Captain (Pres.), then he in turn has his mate (V. Pres.) then comes the purser and the yeomen which are the Treasurer and Clerks, and then, Ah! and then comes the crew. That's you and I. Without the crew the officers can only chuck a bluff. In case of an emergency it will land on the "rocks." Now boys, you elected for your captain, no other than the valiant John M. Hurley, and John F. Reilly as his running mate. Give the Johns a chance. Boost the "Amalgamated" and keep the butter for your bread from melting before you can spread it. You grumblers and knockers, we want you there, too. It is the place to do your grumbling and knocking.

Brother Tom Clark is paying a lot of attention to the opposite sex of late. See him quite often around Polis corner. He and Ed. Meehan are very chummy. Ed is in that line himself. Besides, he gets Tom to push the old bus when out of gas. Never happens on a trolley car. Noticed both pushing for all they were worth "in the wee sma hours" one morning.

Brother Andy McGee is champion checker player but Brother J. J. Reilly says he can take the champ's measure any time or place and that he is willing to put up a quarter to that effect.. Reckless!

Some are getting wise and thrifty. The "put and take" machine is running hot and the bank has to keep a man on the job oiling and emptying. These are the brothers who will be swimming at the beach hot days next summer while others will be wondering how they do it. You can do it, start now and play put and take with the bank's machine in the conductors room. Brother Pat O'Neil has no flies on him. It's a flood Pat will be after saving for, and more power to him. Pat also has a good pull with the stork who presented him with a nice pair of twins. I noticed him and Brother Tans with their heads close together for several days and the next thing we knew, Brother Tans duplicated the order. Brother Joe Wolpin received a nice present Christmas day a little baby girl. Brother Joe won't have to play put and take so much. Any newly weds can get all necessary information in this line by applying in person to the above lucky brothers.

Wishing you all a Happy and Successful 1923 Season, I am your old wise cracker —459.

TAKING THEM IN

Memphis, Tenn.—Meetings of Division No. 713 are being well attended. They are held the first and second Wednesdays of each month.

Eighteen applications for membership were received December 27 and 22 were received January 10. This shows that some are doing their duty as loyal union men.

We would be glad to have the entire membership set forth a new year resolution to attend all meetings throughout the year and keep it.

Our election, which was held December 22, resulted in the election of the following: For executive board: Roadmen, A. E. Tutwiler, J. E. Kelly and A. D. Brown. Shopmen: L. D. Gresham and F. D. Richardson. Our financial secretary will be permitted to serve as a member without election. Delegates to the Trades and Labor Council: W. H. Dettwiler, C. N. F. Reddick, J. E. Kelly, A. E. Tutwiler and Fritz Hamner.

Others T. C. Gullett, E. H. Archer, L. L. Frost

and N. T. West were lucky enough during the holidays to land across the matrimonial sea.

Brother C. E. Hamilton, one of the old employees who has recently engaged in the service again, spent the holidays at his home in Arkansas.

Brother E. T. Wood is spending a vacation at his home in Tresevant, Tenn.

Our accommodating young brother, C. N. F. Reddick, spent the holidays with home folks and loved ones at Maury City, Tenn.

—713.

ADVANCING IN STRENGTH

Waltham, Mass.—Division No. 600 reports progress.

Brother John Hartford was seen spending a dime in the Spa yesterday.

Brother Dutch Sullivan is ill at this writing.

If everyone keeps missing, how can the cars run?

Brother Geo. Merrill has passed Babe Ruth's record—two runs in the lead.

Dan gave Bantwell some snow work.

During the absence of our faithful Assistant Superintendent Dan Robertson, James Slamin handled the situation very well.

Keep awake, boys, accidents cost money.

Brother Pat Quinn says: "The cross town line is no race track. Don't hurry me."

Brother Pansy Keating was suddenly taken ill and is under the care of Dr. Bill Laughlin.

Pay your dues on time. Don't take advantage of the Secretary's good nature.

The Bemis line was on time all day and night January 26.

Brothers Fennal and Dorr very jubilantly report the advent of a new girl in each of their homes. Thanks and congratulations.

—JACK.

REPORT PROGRESS

Sioux City, Ia.—Division No. 779 reports progress.

Our first 1923 meeting was held January 10. It was well attended. Installation of officers was on the program. Brief addresses were made by Mayor W. M. Short, Vice-President and General Manager W. J. Bertke of the Sioux City Service Co., Adjutant A. F. Gullium, and 12th International Vice-President J. B. Wiley. Brother Wiley is also secretary of the Iowa State Federation of Labor. President E. L. Kirk and Supt. H. W. Benson were also present. Former President J. O'Connor of our Local, was in attendance. We had a 10 round boxing match. Brothers Wyant and Barboe gave a four round bout. To satisfy everybody we called it a draw. Shehan and Gilmore went four rounds to a draw.

Brother F. A. Reid, one of our oldest conductors continues on the sick list.

—R. H. B.

INSTALL NEW OFFICERS

Waterbury, Conn.—At the regular meeting of Division No. 570, held in Building Trades Hall, January 10, the newly elected officers for the ensuing year were installed by Frank O'Meara, president of the State Conference Board. He also addressed the Local and spoke on the importance of members attending meetings and assisting the officers of the Local. Officers installed were: President, Martin Kelly; vice-president, Lester O'Toole; secretary-treasurer, Thos. Berube; recording secretary, Geo. B. Degnan; local executive board, Harry Paul, Jos. Baker, Thos. Cotter, A. Gooley, A. Baker; warden, Geo. Herman; delegates to the C. L. U., Joseph Baker, Geo. Herman, Lester O'Toole; delegates to the State Conference Board, Martin Kelly; correspondent to M. & C., Geo. Degnan. This meeting was well attended and we hope it is the intention of all to attend future meetings, and assist the new officers, with their work.

Brother Fred Adams and Wm. Kiersted have been on the sick list for several weeks.

Brother Harley Jessie Hall is making quite a hit with the fair sex on the Town Plot end of his run.

Past President Frank McLean has made quite a cook since he hired the room with the kitchenette. For proof, ask Frank O'Meara of Hartford.

We hear that Brother DeBishop has entered the Matrimonial Field. Congratulations, brother.

The operators of the one-man cars not only have the company inspectors to watch for, but the City has an inspector riding the cars to find some detriment to the one-man cars.

—CON. 570.

BENEFIT OF THE UNION

Seattle, Wash.—Division 587 has entered the battle for the year 1923 with a majority of the officials and executive board new members with M. J. Murray re-elected as president, E. C. Fuller defeated J. A. Stevenson as business agent, Perry Hackler succeeds G. C. Warrick as secretary treasurer. Stevenson was business representative of this Local for five and one-half years with Warrick for 2 years always at his desk as financial secretary, faithfully fulfilling his duty. We have every reason to believe that the new officials will be as conscientious as the retiring members.

Now it is the duty of every member to get in and help, for without the backing of the rank and file, officers work will not be what it should. Now, you who have been working among our members without wearing a button and have been saying "when old officials are cleaned out, I will join," don't forget the house cleaning has been done without your assistance. Now is the time to show you meant what you said.

Is it not true that all working men have not been included in the unions? But even those outside the organizations have largely shared in the gains that have been won by organized labor, when in open shops, the union succeeds in getting better wages or shorter hours, the non-union men get the benefits of the struggle. The unorganized trades, like that of the sewing women, have, no doubt, often been exploited by their employers, but the general level of the wages is undoubtedly kept up by the labor union. So great have been the benefits which unionism has brought to the laboring classes and to the community at large, that a philosophic statesman like professor Thorold Rogers of Oxford decided that if he had the making of the laws he would exclude from the franchise all working men who were not members of some labor union.

We all know some way had to be found by which working men could keep liberty and preserve their manhood by organizing themselves into unions. I know no other way under the present system by which they can obtain it. I never heard any other way suggested. By this way they do maintain their freedom and prevent degradation. Unionism has justified its existence by good works and high purpose. It has elevated the standard of living of the American working man. It has increased efficiency, diminished accidents, averted diseases, kept the children at school, raised the moral tone of factories. Much of the legislation by which the conditions of the laboring classes have been improved is due to the initiative of the unions. There is no excuse now to keep you out. Come in.

—COR. LOCAL 587.

INDUSTRIAL CONDITIONS EXCELLENT

Butte, Mont.—Following is the result of the election held December 18, 1922 by Division 381: Newell Evans, president; C. Groshart, vice-president; Tim Kearney, financial and recording secretary; Clarence Blewett, correspondent; C. Blewett, Tim Kearney, Ray Williams, executive board; Chas. Petterman, conductor; Jake Baker, warden; C. Blewett, Newell Evans, delegates to Silver Bow Trades and Labor Council; C. Blewett, John Vickers, J. L. Winters, hospital trustees and Mr. Kear from the office.

The Hospital Association embraces members from every department of the Street Railway Co. Dues are \$1.50 per month. Members are allowed to choose their doctor, hospital and druggist. The association is governed by a board of seven trustees, five representing the conductors and motormen and one each from the office and barn. The board of trustees have seen fit at different times in the past, to send ailing members to distant cities or resorts where they could receive the benefit of specialized treatment.

The board is just in receipt of a \$1000.00 check from the Treasury Department of the Federal Government, the result of an investment in War Savings Stamps during the war.

In the recent political campaign, Division 381 again took quite a prominent part. Brother Tim Kearney ran for the office of County Commissioner, 6-year term. He secured the nomination with flying colors, but lost in the general election by a small margin. It was Tim's first attempt for political office and he made a wonderful race. Brother Tom Prendergast was unsuccessful in an attempt to land the office of County Assessor. Division 381 always makes a creditable showing and the entry of a Street Railway man in any campaign is a matter for

serious consideration to the political forces and leaders.

The rate of wages paid here is 55¢ an hour, 1st six months; 58¢ an hour 2nd six months and 63¢ thereafter. The operators on the seven one-man cars receive 68¢ an hour.

Industrial conditions in Butte are excellent. There is practically no unemployment and street railway receipts are much higher than a year ago.

We have been holding a series of conferences with the management over further planning in service of one-man cars. We hope for an amicable settlement.

It has been a custom of former Senator W. A. Clark, since he became owner of the Street Railway system in 1896 to give a turkey to each of his employees at Christmas time. The union appoints two men to act with one from the office, the three comprising a committee to select the very best the market affords in the great Christmas bird. The committee attempts to obtain a uniform grade and size, with a minimum weight of 12 lbs. Division 381 appreciates the generosity of Senator Clark.

Every where in the United States, persons employed by Mr. Clark are protected by insurance. The Equitable Life Assurance Society of the U. S. is the insuring company. The amount of policy is governed by length of service in the Clark interests. The minimum is \$1000.00 which increases at the rate of \$100.00 each year until \$2,500.00 is reached. Those who had been employed continuously for 25 years at the inauguration of the insurance feature were immediately covered by the maximum amount.

There is a condition or rather a privilege which prevails in our local that I doubt exists anywhere else. That privilege is the taking of indefinite vacations. For instance, a member of our local might wish to visit your city for six months or a year. Leave to go is granted him.

Work on the cars there may possibly offer him a convenient source of income during part of his sojourn; and when he returns home, he drops into the rank and rate of pay which has accumulated since his departure. At the present time, I venture to state there are twelve to fifteen members of Division 381 scattered throughout the United States who are employees of the Butte Electric Railway Co. and who are subject to be called home.

—381.

COMPANY BUILDS NEW LINE

Gary, Ind.—We feel that Division No. 517 has entered upon a prosperous new year. Our Company is to build a new line to Miller beach this spring and is planning on other new lines to be constructed in the near future.

Installation of officers took place at our meeting held January 2. Those installed were: President, Edward Olds; vice-president, Louis Maybaum; recording secretary, Frank Papka; financial secretary, treasurer, S. B. Ward; executive board, Edward Olds, Chas. McCay, R. Ratcliff, John Mooker and Doc Helms.

The company's new office is now under way at 11th and Broadway. The poles are to be removed from the center of the street on Broadway this spring. We will be having old Broadway looking like 5th Ave., N. Y. yet. Brother Mason will probably get the contract for removing the poles, seeing he did such a good job on the Hammond line.

Brother Biggs has returned to the western Division. For four years he has been wrestling milk cans on the east end. It has already begun to show on him since he has been off the milk.

Brother Orndoff, ill for a long time, we hope will soon be able to be back in the harness.

Mrs. Wm. Lawrence has been visiting her husband here for a few weeks this winter. Mrs. Lawrence lives on a farm in Michigan.

Boys, if you need a good hunting dog, call on Brother Johnson.

—J. M.

INSTALL NEW PRESIDENT

Decatur, Ill.—Division No. 859 is yet 100— and holding regular meetings twice each month.

At our meeting held the first Tuesday in January, Brother R. H. Stuart was installed president. He succeeds Brother W. J. Quinn. Brother O. O. Hooper was again installed financial secretary. He will now serve his third term.

We have five more Birney type of one-man cars, which makes 19 of them on the lines here. Some people do not take to them very well. The Company regards them as economical.

FLU AGAIN APPEARS

Cincinnati, Ohio.—Division No. 627 has installed officers who will look after affairs here for another year. After a spirited election, President Luchsinger was elected for his second year in that office. The officers installed at our first January meeting were: President, Julius Luchsinger, vice-president, H. Brenner; recording secretary, R. S. Barnes; financial secretary-treasurer, A. L. Spradling; executive board, W. Schroer, J. W. Ross, J. Pasey, H. Hauck, E. Brophy, W. Boggs, Geo. Lyons, E. Metz, L. Vaaley, L. Bengal, W. Camp, E. Ginn and W. Hoesleman.

It seems strange that at the installation of officers, there was a small attendance. Are you not satisfied again? Or what seems to be the trouble? You have elected your men by a very large majority of votes and now you don't come out to see them installed. Don't wait until contract time to pack the hall. Come out to every meeting till that time and show the newly elected officers that we're in back of them, as you can't expect the officers to do it all.

The "Flu" is upon us again and from the last reports, there are about 40 men off sick at the Brighton Divisions.

Brothers Gloystein and LaMott are still on the sick list. Why can't some of you so called friends of theirs give them a call and cheer them up?

Brother Alexandria is improving from rheumatism. Brother Siebein is able to be about. He did not lose his smile either, after he was hit with an auto last summer, like some of us lost ours after the election.

Brother Frank Smith of Brighton Division is getting along very well after he had his knee cap broke while in a collision with a farmer's truck.

Brother Pete Schwable has been laid up with rheumatism for 3 months and does not show much improvement.

Brother J. Noyes has recovered from a long period of sickness.

The boys of Vine St. miss Pop Joe Giltb, as he is laid up, and don't expect to be back very soon.

Brother Tom Sweeney, in the hospital for about 9 months, is back home.

The boys of Hyde Park Division seem well pleased over their new schedule. It makes 8 more runs. The boys from this Division turn out very well at our meetings.

Brother Parsons of 8th is on the sick list.

Brother Camp is getting fatter and fatter day by day, and in every way.

—627.

OLD OFFICERS REINSTALLED

Muscateine, Iowa.—We are starting a new year with all our old officers again. Let us work for the good of our local and make 1923 a good year. A good turn-out at our meetings will help. Don't forget, the last Saturday in every month, at 12 o'clock, Brothers. Let's turnout as we did at our last meeting held December 30th, 1922.

Brother Springborn is getting to be a real rabbit hunter since he has been out with Brother Riek.

Brother Chas. Crow laid off a recent Sunday. Brothers, let's lay off more and try to keep our three extra men. If we didn't have them, it would be hell to work 365 days a year.

Brother Dillon don't appear on the streets. What's the trouble Dillon? Don't she hit on all six?

Brother day men, please see that you turn over to night men, boxes of sand and a clean vestibule. The company furnishes a broom and sand buckets. You get a clean car and boxes full of sand every morning.

Look out, Fred Riek is correspondent for 599.

The following officers were chosen for 1923: President, Edward Springborn; vice-president, Louis Bodman; secretary, Henry Husen; treasurer, H. J. Lange; conductor, Ira Crow; warden, Fred Riek; sentinel, H. W. Stevenson; correspondent, Fred Riek; executive board, H. J. Lange, Charles O'Brien, Grover Lawrence, W. F. Hathaway.

—Div. 599.

A GOOD SAFETY RECORD

Halifax, N. S.—The December meeting of Division 508 was held the 27th. The following officers were elected for 1923: President, Hugh Henderson; vice-president, Fred Ramsay; financial secretary, Harry Lauder; corresponding and recording secretary, Mack MacRae.

We regret to see President Wm. Camp and Business Agent J. Edwards retire after many years and untiring service. All the officers

elected are experienced except one. We trust they will be as efficient and conscientious as our former leaders.

Superintendent Ira P. McNab severed his connections with the Company the first of the year to accept an executive position with the Riverside Iron Works, Calgary. Mr. McNab attended the December meeting of the union where he was presented with a beautiful chest of silver. He also received many other beautiful gifts from other departments of the road. Mr. MacNab left the road after seven years of faithful and efficient service during which time he proved himself a man among men. His motto was "justice to all and malice towards none." We wish Mr. and Mrs. MacNab and family much happiness and prosperity in their new home in the west.

Mr. C. M. Smith has been appointed superintendent. We wish him the same success, and assure him the same co-operation that we have given his predecessor.

Brother Roy Shellnut has been on the sick list for several weeks. We hope for his speedy recovery.

Brother MacRae left recently for his parental home where he hopes to recover his health. We trust the change will be beneficial.

Our Company is urging all men to exert every effort to reduce the number of accidents. Our claims officer has been writing to every platform man a monthly letter showing the number of accidents and the amount of claims. We are pleased to learn that the number of accidents have been reduced over fifty per cent. The claims have been reduced in the same proportion and the total cost of this department is only one-sixth of the amount spent in 1920. A large number of the carnun did not even write an accident report last year. This is saying a lot, considering our narrow streets, left hand drive and many other things that we have to contend with. Let's keep up the good work.

The newly elected correspondent wishes to have the brothers of this Division realize that there are numerous difficulties connected with this position. He wishes that the membership shall take no offense at any thing said in the future; but take all the news in the spirit that it is written.

—LONGFELLOW.

DAY MEN WON

Evansville, Ind.—Yes, 1923 is progressing and so is Local No. 878. We are wide awake and hustling for new members at all times. Our ranks are strong and steady.

Election of officers for 1923 was held the night of December 21st, between 1 A. M. and 4:30 A. M. Both day and night crews attended. After the election, lunch consisting of chicken and ham sandwiches was served with coffee. Then a smoker followed. A great deal of interest was shown in the election, and also in the eat.

We had a contest the last three months of 1922 between the day and night men. The side having the least attendance was to defray the expense of an oyster or chicken supper the night of the election. The day men won by a small margin but declined to allow the night men to pay the expense. The contest made attendance much better and so all were benefited by it.

We voted to give a prize to the member securing the most new members for the last three months of 1922. The prize was won by Brother Chas. Rostron.

Newly elected officers were installed at our regular meeting on January 8th.

—Div. No. 878.

HELD WELL ATTENDED SMOKER

Burlington, Iowa.—At a well attended meeting held by Division No. 212 on January 1, Brother John Pettit was installed as president for the new year. Retiring President Steve Struck was given a vote of thanks for the splendid work he did for us during the last two years.

We gave a smoker at our last meeting. It was well attended and enjoyed.

Brother Bringer has practically recovered from his recent operation.

Applicant Thomas Nash was initiated at our January meeting.

Brother Landrum is reputed to be our thriftiest member. One of his thrift methods is to enter a restaurant with sandwiches, buy coffee and satisfy his appetite. It is all right, only he helps himself to the mustard. We call it thrift, here.

—212.

ANNUAL ELECTION OF OFFICERS

Akron, O.—Division No. 98 held her Annual Election of Officers the last meeting in December, which resulted as follows: President, D. C. O'Neill; 1st vice-president, V. Eissaman; 2nd vice-president, W. P. Rader; recording secretary, C. O. Smith; financial secretary, E. F. Hepner; treasurer, R. O. Meeker; conductor, J. P. Long; executive board, R. D. Bruner, L. J. Isch, Otto Joines, W. P. Wilson, Wm. Lemmon. With this array of talent to pilot our "Ship" o'er the peaceful waters of 1923, it sure looks like a very successful and prosperous voyage. It is up to every member to furnish a little "steam" and we are destined to accomplish good results.

What a difference in traffic as compared with a year or more ago. Seems like "prosperity" has come. According to reports and indications, we are good for about a ten to fifteen per cent raise this year.

You boys on the A. K. & R. end of the system are wanted at the meeting hall the 2nd and 4th Wednesday nights and Thursday morning each month. The boys on the A. B. & W. are doing pretty well but there is still room for more.

Brother Wm. Emanuelson has the sympathy of all the boys, in the loss of his wife.

Conductor Yommer had a large smile as he passed the cigars at the last meeting. It's a girl! All the boys said "may his tribe increase."

You "other fellers" should not be so envious of Brother J. P. Long if he does pick up a few milk bottles for a little spending money on the side, besides working about eighteen or twenty hours a day. If you had as many "younguns" as the old woman who lived in the shoe, guess you'd need lots of dough, too.

President O'Neill made a good start in his official duties. He was successful in having Brothers Davis and Kelly reinstated after having been suspended for having an accident and near accident.

Fifteen more runs were put on the city lines February 1st, to take care of the increased business, necessitating the hiring of new men.

Just a word to the careless and indifferent members who do not attend meetings. If the business affairs of your organization are not conducted in the way in which you would like to have them; if, after a new contract has been negotiated and many things are left out that you would like to have seen included, just consider yourself as one of the main factors why those things were lost. Just say to yourself, "if all the members of our union were just like me, what kind of a union would our union be?" then make a resolve to help make it the kind of a union you would like to have it be.

Brother R. C. Vowel, sick for several weeks is again able to be out. Brothers Shrimplin, A. Hall, Albert Clark and W. R. Joins are on the sick list.

We are informed that some of the brothers on the A. K. & R. Division want to withdraw from No. 98 and join the A. B. & C. branch of No. 268. Can only say, don't do something for which you will be sorry.

—COR. DIV. 98.

IN THE HARNESS FOR 1923

Brantford, Ont.—Well, boys, our officers for the year 1923 are in harness and going strong. Let's all boost and help them along. Then, when our next election comes, we can say we picked the winners.

Several of our brothers are on the sick list. We will be pleased to see them on the job again. This one-man car makes us all sick in more ways than one. Brother Jim. Longhurst thought he would like to try the one-man car to Paris, so he left his conductor at James St. switch. Shame on you Jimmy.

Brother Clare Churchill overlooked the fact that there are details on Morrell St. and sent out the S. O. S.

Brother A. Huson burned his hand, when the heaters short circuited. Hurry back, Art., we miss your smiling face.

Brother Geo. Ireland's little boy was recently injured by a Motor Truck. We hope he will soon recover.

Mr. J. Hill is our new commissioner. We hope to improve our working conditions by this change. John is four square all ways.

The color of our transfers has been changed. Holmedale Line have the green transfers now. Eagle Place Line have the blue transfers. Fred Billo made Charlie Parker look blue, so you see the reason of the change.

Brother E. Mitchell deserves praise for the interest he has shown in the past, by keeping our

books in good shape. He sure was a dandy financial secretary. Brother C. Forsyth, our new financial secretary, is sure looking worried. Don't grouch, boys, but pay your dues promptly and with a smile. It will help him out and make you feel better.

Please do not overwork our recording secretary at the meetings. You know he is a frail little fellow.

Brother Wm. Oliver is very plain spoken. Ask Brothers Colburn and Jackson. Bill was only defending himself. We do not like to see Alf. walk out that way.

Has Brother Ben been fixing the buss lately? Ben don't know your correspondent.

The snow sweeper with Skipper Casey Jones in command has been doing good work.

Has anyone seen Cocky Westlake's moustache? It's a bird.

Brother Sid Beasley apparently overlooked paying his fare when riding on our cars. He got Brother Swaisland four days on the fence. That was \$16.20. So, take our advice Sid, and don't let it happen again.

We have not seen the inspector mark on Brother Ben Jackson's hat yet. We wonder why Pollard takes orders from him. Come clean, Ben, or you will be up for Executive Inspection.

Brother Vinnal can talk at the meetings better now. He has no writing to do. So, look out for him, some of you tail twisters.

Brother Oliver likes the shanty job.

We sure enjoyed Charlie Maxwell's cigars at the last meeting, see what you missed boys by staying away.

Do you know the "Gimme Brothers?" Leo Hurley says he does. The secret is, it is Brothers Westlake and Weller.

The executive board are up over our agreement again. Here's wishing them luck and no talking on the corner. Remember, walls have ears, and "Archie" gets wise to too much inside dope as it is.

Brother W. Stevens is hereby warned not to be too quick in grabbing the other fellow's car. Give them time Walter, to get on the job.

—FAIRY OF 685.

EVERY MAN PAID UP

Glen Falls, N. Y.—To start the New Year right, old 304 will be found in the MOTORMAN AND CONDUCTOR every month, and there will always be something worth reading. This is one of the oldest Locals in the Amalgamated, and we are getting better and better day by day in every way. To start with, we have our share of snow and every man has been working long hours to keep the cars running. Some of the men were out on the plows forty-two hours and were more than glad to get home where there was something to eat and a place to rest.

There are about a hundred members here, but every man is paid up and we stand a hundred per cent. If the members would come to the meetings as well as they pay their dues, we would get along much better, and if some of the members would do less knocking on the outside and more talking at our meetings, the company would know less about what goes on in the meeting room. In other words, let's get together, stay together, pull together and do all we can for our Local.

We are having our share of troubles with the one-man cars. It is said that all the local cars will be operated by one man in a short time. We know there will be some fun when this is started, for there are two collections to be made, and we wonder how the Company is going to change this so one man can get the fares.

Even with all of our so called troubles, we are getting alone fine and hope that other locals are as well off as we are.

—A. E. T.

INSTALLED NEW OFFICERS

Wheaton, Ill.—Division No. 215 has installed officers for the year 1923, as follows: President, Fred Safford; vice-president, Thos. Farley; recording secretary, J. H. Revere; financial secretary-business agent, G. E. Adams; conductor, Chas. Fippinger; warden, A. Anderson; sentinel, J. Farley; correspondent, Wm. Fraser; executive board, Edw. Bertrand, Walter Blasier, Fred Henderson, Chas. Wagner, Bert Fletcher, H. R. Larson, A. M. Bugbee, C. Herbert, Chas. Kelley, V. Hartigan, Fred Karlson, A. M. Leipole, Fred Maas, J. Rogers, H. Seiler, J. Hilleaker, Chas. Fippinger.

Best wishes to all Amalgamated Locals.

CORDIAL RELATIONS EXIST

Gloversville, N. Y.—Divisions Nos. 925 and 923, Gloversville, and Amsterdam, consist of employees of the F. J. and G. R. R. We were instituted as organizations August 27, 1919, with over 200 members. We were instituted by Brothers Walker and Ward, president and business agent of Schenectady Division No. 176. Brother Walker, for some more than one year was of great help to us and is always ready and willing to advise us whenever we ask him. Our road consists of both electric and steam lines, all operated under one set of officers, with a Division Superintendent for each line. The line from Gloversville to Schenectady is 33 miles long and mostly double track upon which modern steel frame, 45 ton cars are operated. They have a seating capacity of 60. Ten miles of the track from Gloversville to Ponda, N. Y. are operated by a smaller type of car with from 45 to 52 passenger seating capacity. Then we have a belt line three miles in length circling the city and 3 1/4 miles of Local line running between this city and Johnstown, N. Y. Upon these systems are operated one-man cars. The steam Division consists of 26 miles of main line with a six mile branch running to Broadalbin ten miles south of this city, operated solely for freight service. The Northern Division, 16 miles long, is covered by gasoline cars seating about 40 passengers. The freight for Northern points is handled by steam trains. Our rates of pay on the Electric Lines are 48 and 50 cents per hour, with 55 cents per hour for one-man cars, and time and one-half for overtime.

This Local never had a strike or lockout. Our relations with the officers of the road have been cordial and without friction. Brother Thorne has been our president since we were instituted, and at the last election was re-elected without opposition.

We have an agreement mutually between the two Locals by which each man pays One Dollar to the family of any brother who dies in service, outside of what he receives from the International fund, which is a help in time of need.

Brother Wm. Abel is slowly recovering from injuries received several weeks ago when he was crushed between a heavy car and a door frame.

Brother Fred Weaver is recovering from injuries received last Summer.

Brother John Wilbur recently fell upon an icy sidewalk and broke his arm, from which he is recovering.

Some of our men are confined to their homes by illness caused by the severe weather and heavy snow. January weather has been severe and has taxed our men and rolling stock severely.

—W. L. S.

CARRYING A GOOD WORK

Springfield, Mass.—The regular January meeting of officers was held at the regular January meeting of Division 448. International Vice-President P. J. O'Brien conducted the installation. It is regretful to think that more men have not the spirit to attend a meeting of such importance. Brother Jack Kane, president of Division 537 of Holyoke, Mass., gave one of those inspirational talks for which he is noted. He spoke of the benefits that men derive from our organization. Brother Kane, considers our local the greatest in our state, which, in the opinion of the writer is something for us boys to be proud of. He called attention to the small attendance at the meeting, but when informed of how the spare men have been working due to the inclemency of the weather, I guess he understood. Brother Jack was followed by Brother O'Brien, who spoke on the grievances of spare men. Next, was a selection rendered by that famous Irish Tenor, Conductor Dan Creagan of Dickinson Street fame. New executive board members Welsh and Sheehan told us what they would attempt to do for us during their sojourn on the executive board. More power to you boys, and lets hope you keep out of the rut, and allow your good intentions to continue while in office. You have the backing of all of the boys. It is fitting to thank Motorman Raleigh for his willingness to serve at the piano. The boy sure can tickle the ivories. Mr. W. G. Cummings of Chicopee Falls rendered some fine solos, among which were Conductor Man and Sweet Indian Home. Mr. Cummings, the committee wishes to express its appreciation for your part in the program.

All during the entertainment smokes were passed around and a general good time and smoker took place. The committee wishes to thank all those who helped make the smoker a success.

Business is picking up and a number of new men

are being hired. It is up to all of the boys to help our new friends to adjust themselves to the life of a Street Railroad Man.

It is regretful to learn of the deaths of Brothers Fred Nobles and Ansidei Quillette. We are sure the folks of Wilbraham Road will miss Fred, as he served them faithfully for a number of years.

The matrimonial thermometer has risen another point. Brother Gale, the model conductor, of a few months back, has stopped off. Happiness and Good Luck, from all of the boys to you Gale.

The event of the season is rapidly approaching. The annual concert and ball will be held in the Springfield Auditorium on the 16th of March. Let's all get behind the committee and make this the greatest ball we have ever held. Every man will take a ticket which will admit any two of his family. This ball is conducted to help finance the organization in its relief work, therefore, it would be fitting and proper just to elucidate as completely as possible just where this money goes too.

The income of this organization comes from the following sources: First, the dues; second, the ten cents a week assessment toward the relief fund; third, the annual concert and ball.

Out of the above sources of income for the past six years the following items have been paid:

Year	Death Claims	Sick Claims
1917	\$ 4,350	\$ 4,389
1918	7,800	4,449
1919	4,950	3,363
1920	6,400	3,877
1921	3,600	3,367
1922	8,800	4,280
	\$35,900	\$23,725

This makes a total of sick and death claims for the past six years of \$59,625.00. In addition to this for the past two years to one old member who is unable to work \$18.00 per week, or a total for two years of \$1,781.00.

Then boys comes the ten cents a week assessment for the relief fund that we hear so much talked about. If I may, I would like to call your attention to what that ten cents has done for the past year. Donated to members from Relief fund for

year.....	\$1,834.00
Paid dues for sick members for year.....	344.00
Funeral Expenses and Taxes for year.....	234.95
Floral tributes for year.....	201.00

\$2,613.95

Just expanding on what that item of donations to members from relief fund, consists of helping some of our unfortunate brothers who have their ups and downs. This fund has helped them to overcome some of the obstacles of life. One never knows when you may be the one that perhaps may need the relief, so why begrudge the ten cents assessment. Why crab to the committee when you come to pay the ten cents each week. The other items are self explanatory.

So boys, you can see that we must make this concert and ball a success, in order to carry on the work of an organization which is carrying on such a good work.

—COR. 448.

ARE ONE HUNDRED PER CENT

Hannibal, Mo.—At our last monthly meeting, held in the Labor Temple, Division No. 872 had installation of officers for the present year. These officers were elected at the December meeting.

The financial secretary made a brief annual report, showing a good size balance in the local treasury.

Although the local division is small, it is nevertheless one of the most energetic divisions in the Amalgamated Association, always ready and willing to help where a donation is wanted for a worthy cause. It donates a considerable sum every year to such causes.

The street car men of Hannibal are 100 per cent union, and it can be said to the credit of the local management of the Street Car Company that it at all times encourages unionism among its employees.

The Christmas appeal for the brothers of Buffalo met with a ready response here.

Brother U. T. Seniff, Roy Bunch, J. P. McPherson, R. Hedger, Geo. White, A. J. Pennewell and Frank Bates were recently off duty on account of illness. Perhaps there were others, but your correspondent can only recall these at present.

Brothers, when you are off duty on meeting night, come to the meeting.

—COR.—872.

NEW PASSENGER AND FREIGHT STATION NEARING COMPLETION

Dasville, Ill.—The Ill. Tr. System employs the members of five Local Divisions of over four hundred trainmen, and has five hundred miles of main track and does a general passenger and freight business with no competition of steam roads. The wage scale of 1922 was renewed for the year of 1923. Motormen and Conductors operating sleeper trains, and freight trains receive 60¢ per hour, passenger trains 55 and 57½¢ per hour, Brakemen 45¢ per hour. Freight business is good and passenger is picking up since the slump after the holidays. Attendance at local meetings is good. "Why don't you fellows wear your union buttons," I asked several trainmen. They answered that they were left on other clothes. Too many clothes I guess.

Extra men are working the limit. Division No. 905 re-elected their president, chairman, secretary and financial secretary, but have a new corresponding secretary. Suppose every one will know that from language used.

Brakeman Roy McCoy who was badly crushed by being caught between two coal cars at Gray's mine is slowly improving at Lakeview Hospital.

Passenger Conductor Charley Proctor will enter St. Elizabeth Hospital soon for a minor operation.

H. Priebe is making an effort to earn his salary. We don't want, to loose Heinle and he don't want to loose the office.

Superintendent M. Connor is back on the job after months of illness and has bumped Thos. Boyle back to his former position as Chief Dispatcher.

Our young freight runner Rufus Rice has a Ford Coupe which is almost human, will take him to Homer with Rufus asleep at the wheel.

Freight Conductor James Boyle gets very little sleep. About the time he teaches his Brakemen to play pool, he gets two new Brakemen.

Auto drivers are obeying traffic laws fairly well in the larger cities but in small towns are passing standing cars. We also have the would-be railroad man who drops off car between stops endangering himself.

Our new passenger and freight station will be completed some time this summer. It includes office building and Trainmen's locker room.

Born to Mr. and Mrs. Fred Miller, a girl. Fred is able to make emergency calls.

President C. E. Walter, off the road a few days with a slight illness has completed digging his basement and is going to work.

Tom Gillen, recently promoted from brakeman to motorman has resigned. Tom said the extra board interfered too much with his morning sleep.

Passenger Conductor H. S. Blair, who holds the position of Trustee of the Hospital Association, has returned to work after a few days illness.

—905.

INSTALL NEW OFFICERS

Norristown, Pa.—Division 811, Norristown, Pa. elected the following officers for the year 1923: President, James Sassaman; vice-president, Thomas Cahill; financial secretary-treasurer, A. Shellenberger; recording secretary, Joseph McCracken; conductor, 1st meeting, A. McCoy, 2nd meeting, Howard Boos; sentinel, 1st meeting, Charles Conklin, 2nd meeting, Howard Rowan; finance committee, Jacob Miller, John Radcliffe, William C. Detwiler; correspondent, Edward Furlong; executive board, Norristown Division, John McGrory, George Benson, Charles Bowman, William C. Detwiler, Roxborough Division, Daniel Chestnut; Pottstown Division, Arthur Derr; business agent, William H. Spangler.

Brother Arthur Shellenberger, our newly elected financial secretary and treasurer, has embarked on the sea of matrimony. We all wish them much joy and happiness.

Brother John Flemming, is the proud father of a bouncing baby girl.

At the present time, a number of the boys of 811 are on the sick list with the gripe, but at this time, none is serious, for which we are very thankful.

Brother John McGrory is a bright and shining light of whom a number of trolley men should take notice. A motorman for twenty years, a father of six children, and he has now entered his oldest son in college. Truly, a family man.

Vice-President Thomas Cahill is seen nightly in the West End, the exclusive section of town. We wonder the reason.

Brother James O'Brien is painting his house. Brother McGuire loaned him the brush to do it with. Brotherly love.

A number of our boys possess automobiles. The

latest is our silver tongued orator, Brother Tommy Jones.

Now, boys, if you want to know what's going on, come around to the meetings. There are always a few vacant chairs and we will be mighty glad to see you.

—811.

CO-OPERATION THE AIM

Utica, N. Y.—Our former correspondent was a lad who was pleased to write and he was good at it, but now he is a welfare worker, in which position he is doing good work, and most of our boys will well remember Brother Frank Lyons, who served us faithfully for years.

At our last election all, except 48 were satisfied with the result and they have the credit of having come out to vote. Forty-eight out of 457! Think of it. If our membership would only make a New Year Resolution to attend meetings and live up to it, wouldn't it be fine? It would be most pleasing to again see a big meeting.

Brothers Taddei and King are working for a full house at our next meeting when their resolution comes up for a vote. Extra list or run, which will it be?

At our last meeting a stranger was present in the person of Brother John Francis McBride and those who were there, found him to be the same Mac as ever.

We have heard much about co-operation lately. Isn't that a grand thing? There has been some change since it has got to working. Co-operation should be the aim.

Brother Griff Owens has accepted the appointment of Dispatcher. He can do the work all right, but the flying around part will come hard.

Have you noticed the many offering daily prayers for the one-man cars? Brother Kler likes them, for he is still breaking his wife's dishes.

Some of our Brothers have gotten into the habit of borrowing. It may be all right, but they shouldn't forget to return. This is no sermon but remember the Golden Rule.

I hear the brothers at Main St. keep their shoes shined and hair combed lately. That new office has done some good.

We learn that Brother Young is as proud as ever, and that Brother Jack Pyska still keeps the Champion Prevaricator's Badge.

We have our Andrew Gump and Jiggs, but it is Wop Sausage instead of corned beef and cabbage.

Anybody seen Joe?

Now, brothers, get around to the next meeting and we will see you.

Eleventh Int. Vice-President James Largay is again on the job here, and he is a very agreeable personage to have around.

At our recent election, Brother P. J. Noon was elected business agent and Brother W. T. Tallman, president, while Brother H. R. Cole was returned as recording secretary.

—582.

START NEW YEAR WELL

Mansfield, Ohio.—Division No. 389 started the New Year with a fine February meeting. Brother Geo. Kurts, our new president, got in the harness and made things interesting. There might have been more of the brothers present, but it is up to us to build up the attendance and those who do come should make it a point to bring another, who might otherwise be absent. In that way we can make our meetings interesting. Those who were in attendance took such parts that made the meeting bright and pleasurable.

We will have a delegate in attendance at our Trades Council every meeting this year, if we have to pay someone to attend the meetings of that body, and we should not be obliged to do that.

Our luncheon at our next meeting will be fine, if the type of committee means anything.

Brothers Mike Curtin and Wm. Siebert reported that some of our boys are complaining of touches of the "flu," but no case has proved serious as yet.

We enjoyed another company meeting in January when our new Assistant Supt., Mr. Blunk gave us a good address. He left a favorable impression on us and seems to be one of the boys.

We expect more of our day men to become interested in the meetings now that our agreement expires July 1. This always brings out two or three well attended meetings.

—389.

SUPPORT RAILWAY SHOP CRAFTS

Springfield, Mo.—At the meeting of Division No. 691 held January 6, new officers were installed as follows: President, Abbott Williams; vice-president, Paul Curtis; financial secretary, H. L. Lorraine; recording secretary, Howard Martin; conductor, Fred Buchanan; warden, D. F. Alexander; sentinel, A. B. Stubblefield; executive committee, Paul Curtis, B. A. Hinkley, Howard Martin, D. F. Ferguson and H. L. Lorraine; auditing committee, Howard Martin, Fred Buchanan and Homer Sheridan; membership committee, J. F. O'Neil, Joe Hart and B. W. Vaughan; delegates to Central Body, B. A. Hinkley, Abbott Williams, T. D. Inman, J. M. Cross and Paul Curtis; flower committee, H. L. Lorraine, chairman, T. D. Inman, D. F. Ferguson, C. M. Ruyle and B. W. Vaughan.

Division No. 691 is donating to the striking railway shop crafts from \$90 to \$100 per month. We know how to sympathize with these boys. We, ourselves, were out some 9 months and 20 days about six years ago.

Brother Holmes is rapidly improving from a recent operation.

Brother Brantham is confined to his home with a severe attack of "flu."

A new resolution for the year 1923 should embrace a determination for every member to attend meetings throughout the year and take part in the proceedings. Let's all come and have the hall full every meeting night.

Brother Pat Hayes has returned from Oklahoma where he attended the funeral of his daughter, Mrs. Claud Smith.

Brother H. O. Lorraine and family spent the holidays with his parents in Illinois.

Our company gave all of its employees a big ham for Christmas. It was appreciated.

Division No. 691 presented Mr. C. H. Copeley, our Superintendent a fine bank check and an 18 lb. turkey for Christmas.

We escaped the use of snow plows during this winter, at least until February.

Brother J. F. O'Neil is again at work following three weeks illness.

Brother Carl Ross is again with us.

Brother Fred Buchanan is working regular of late. What next?

Brother Ray Walton sold his Tulsa Six and is now using a motorcycle.

Former Supt. F. A. Gallagher has received the appointment of roundhouse foreman at New Berg. One day he tried to dismiss an engineman but F. A. soon found that he was not streetcaring. The crew gave him the laugh.

—Cor.

EXECUTIVE STAFF OF OFFICERS

Holland, Mich.—Division No. 849, is starting on the new year with a determination to make it a banner year. The officers who are installed for the year 1923 are: President, G. J. Boone; first vice-president, E. L. Hubbell; second vice-president, Thos. Drew; financial secretary-treasurer, Geo. Koepfer; recording secretary, C. W. Decker; executive board, G. J. Boone, Geo. Koepfer, Chas. Knowles, Wm. Lowman and S. Sichterman; joint advisory board representatives, G. J. Boone and Geo. Koepfer. Our president was re-elected, as were our representatives upon the joint advisory board. This joint advisory board associates us with Divisions Nos. 245, 333, 343, 362 and 563, of Jackson, Battle Creek, Kalamazoo, Albion and Saginaw, and Lansing and Owosso. Division No. 362, like ours, is an interurban Local. Our system operates over Grand Rapids to Holland, and Michigan Lake coast resorts, West, and from Grand Rapids to Kalamazoo and Battle Creek, South and Southeast, connecting with the Southern Division of the M. U. R.

We are sure that the members of the Association, generally, will be pleased to learn that Division No. 849 was very successful in a recent arbitration in which were obtained awards in three cases. Our arbitrators were L. W. Harrington, president of the Grand Rapids Kiwanis Club, chosen by the company, president Edw. Kosten, of the Grand Rapids Trades and Labor Council, chosen by Division No. 849, and Hon. Harry K. Jewell, as the presiding arbitrator. In the case of Brother H. J. Jakeway, who had been dismissed upon the charge of using language alleged to reflect upon his conductor, he was reinstated, with pay for lost time. Brother M. VanOsedale, was paid for lost time, with 5 per cent interest. These awards were signed by all three arbitrators. In the case of Brother C. W. Confer,

who was charged with exceeding the speed limit over Butterworth street in Grand Rapids, arbitrator Jewell and Harrington signed an award recommending that he be reinstated without pay. Arbitrator Kosten dissented from this opinion, holding that his suspension should have been for 15 days, and that he should have been paid for lost time in excess of that period. The majority award, however, places the case back in the hands of President Boone, strengthened by the recommendation of the majority of the arbitration board, and it is hopeful that a satisfactory settlement will be reached in his case and that he will at least be returned to employment.

One of the inconvenient features of our Local is that our chief General Manager has headquarters in Jackson, Mich., and it is difficult and delaying for our officers to get to him on our grievances. He is a man for whom we have great respect and believe that some of our cases might be adjusted by reaching him in due time, without their being forced to arbitration, as our Local does not entertain cases without they have merit. The General Superintendent has headquarters in Grand Rapids, but the General Superintendent who dealt with these cases has left the service of our company and taken another position in the South. While he was a man of excellent qualities, we do not believe that he understood the nature of the cases that were presented to him, as they would have been understood by our Chief General Manager. We have a new General Superintendent now, and it is hopeful that matters will move along co-ordinately under him and that the fullest co-operation of the management and trainmen will be maintained. We are naturally as interested in the success of this property as are the owners, and are anxious to co-operate to make it a success. We have chosen an excellent staff of officers, many of whom have been tried and found not wanting and our boys have before them sufficient demonstration of the value of associating together through our organization.

—COR. 849.

GOING STRONG

San Jose, Calif.—After quite a state of turmoil over the advanced rates of per capita tax to the Central Labor Council, Division No. 265 has settled down to a steady state of good behavior and is going strong. As the result of a successful campaign we have taken in nearly all of the new men.

Brother Casey, who sometime since resigned from the employ of the Santa Clara Division of our Railway, is back at work. Brother Casey is a good union man and never hesitates to say so.

Brother Frank Spinelli is hard at work on the Los Gatos Interurban Road.

Brother W. H. Brown is suffering from injuries received in an unavoidable collision.

Our Company is remodeling its air cars and we are using the old style hand brake two-man cars.

Brother Mike Judge is piloting the two-man car. Brother Burton handles the back end.

Brother Archie Trowbridge is still on the mend.

Brother C. E. Holmes, one of our oldest men, is on the sick list and was made a nice Christmas present in the way of a collection of money from the boys.

We can report progress.

—265.

FAIRLY WELL ATTENDED MEETINGS

Zanesville, Ohio.—Division No. 781 held her regular election December 26, and installed the successful candidates January 2. The following were installed: President, H. J. Downey; vice-president, L. M. Carr; recording secretary, D. H. Stiers; financial secretary and treasurer, O. H. Fulmer; warden, Welcome Davis; correspondent to M. and C., O. H. Fulmer. Our meetings are being fairly well attended but we would invite more of the members to come out.

We are glad to have Brothers Clarence Camp and Chas. Worstall with us again.

Brother J. E. Fisher will soon be moving to his new home in Avondale.

Brother H. E. Barkhurst has taken a position with the Ohio Electric Ry. as core repairman and is getting along fine.

Brother Noah Brown has left us and is employed as engineer with the Ayers Sand Co.

Brother C. A. Barnes is on the sick list. He has our sympathy.

—COR. 781.

PROPERTY CHANGES HANDS

Lima, Ohio.—Division No. 759 was organized July 17, 1917. The Charter members were: Brothers Jesse J. Poague, Leland Wilgus, Wm. Sakemiller, Guy Teegarden, Henry Fritz, Chas. Fisher, Geo. Downing and Chas. Morrison. The Local consists of about 80 members, but we are 100 per cent organized. The officers elected for the year 1923 are: President, James Ashburn; vice-president, Enos Grant; recording secretary, Alvin Hastings; financial secretary, John Bishop; conductor, Ore Point; warden, Harry Fritz; sentinel, Vernon Brubaker; correspondent, Guy Campbell; delegates to the Trades and Labor Council, Joe Richardson, Edw. Kelly and Guy Campbell; executive board, James Ashburn, J. J. Poague, Geo. Shambarger, Ora Point and Abraham Ashbaugh.

We are starting in the New Year with a new company known as the Lima City Street Railway Co. This company succeeds the Ohio Electric Railway Co. that operated these lines for the past 17 years. We expect to co-operate with our new company by giving our very best service in the operation of their cars and extending every possible courtesy to the patrons. We expect in return a fair wage and mutual co-operation in the operation of the road.

We have here the old type of Cincinnati single truck, two-man cars, which soon are to be replaced by the one-man type of car, the same as are used in Hamilton, Ohio. The company has agreed to take care of all the men so there will be no need of losing the job.

Our annual banquet held December 29, was a success. We had a sumptuous supper, splendid music, songs and recitations, and a good time in general.

We have now under contemplation, the organizing of a debating society within our Local. We have some members whom we believe would develop into brilliant speakers. Come out to the meetings, brothers, and let's make Division No. 759 one of the snappiest in the A. A. of S. and E. R. E. of A., and a leading unit in the Lima Labor Movement.

—759.

BALL BEST OF ALL

Brockton, Mass.—Our Ball of 1923 was the best of all. The credit is due to the Ball Committee and their assistants who strived to make it a one grand success. Every one did their bit and what we all have got to do at all times is to put our shoulder to the wheel and then when the sick benefits are being paid, we will not have to wonder where the money is coming from.

Something wrong with Rube Morse when he refuses a meal ticket on the snow plow. Not been feeling well.

To look at Brother Hickey, one would not think he would be so mean as to sell that horse to a blind man. The saying is, "The truth often times hurts."

Bradley and Burgess are seen often together now. What's up?

It is with regret that we hear of the death of Mrs. Patrick Kent, formerly Miss Grace Barry, the private secretary of Manager Sheehan. Our sympathy goes out to Pat in his hour of sorrow.

Sympathy is extended to the widow of John Foley who for thirty years served so faithfully on the track department.

Some want to know if John Clark ever works. It is very seldom we see his face on the Taunton Short Line. More money selling rubbers, John?

Business must be picking up as the company has taken back a number of their old stand by's.

Brother Costello did spend one night at home recently, much to the surprise of his wife and family. They hardly knew him, though.

Brother Cogan wants to sell his Lizzie. They say a Ford never sleeps but Eddie does.

We wonder if Brother Foye will eat hay down on the farm this summer?

We hope the Company will put stoves in some of the cars as a remedy for the cold cars, especially the Stevensons.

—COR 235.

CHRISTMAS EVENTS

Victoria, B. C.—Division No. 109 has entered upon the New Year with practically the same officers as last term: President, W. H. Gibson; vice-president, W. D. Campbell; financial secretary, R. A. C. Lewis; recording and corresponding secretary, J. Petticrew; treasurer, E. Walker; conductor, R. W. Egan; warden, R. Johnson; executive board, E. E.

Bell, E. Bukin, Robt. Ward and J. Kenny; delegates to Trades and Labor Council, R. W. Nunn, P. C. Wallace, W. H. Gibson. It is to be hoped that the members will turn out in stronger force at the meetings held on the second Tuesday of each month at 10 A. M. and 7 P. M. The best results are obtained by bringing your complaints to the meetings.

On January 4th, a Christmas tree was held for the employees' children, 185 in all, and they had one grand time. They all trotted up to receive their gift from Santa Claus. After a turn of slight of hand tricks by Mr. Merryfield, the magical wonder and a couple of comic songs by Brother Foulds, they all went away happy. In the evening, a social and dance was held for employees and friends. Songs were rendered by Brothers Torrance, Holt and Mrs. Holt. Mrs. Leeman gave a recitation, and she can certainly get over some tongue twisters. By the way, we must not forget the song by Brother H. English. We expect to hear from him again before long. The dancing then began. The orchestra was composed of Brother Torrance, violin; Brother Petticrew, saxophone; Mrs. Petticrew, piano; and Master Owen Petticrew, cornet. Everyone reported a fine time. The committee in charge was: Brothers R. W. Nunn, W. Guest, E. Bukin, H. English and J. Petticrew.

A "500" tournament has been introduced and we are now awaiting the results. After this event a Cribbage tournament will be commenced.

Brother Guest is the proud possessor of a fine baby boy.

At the present time, all of our members are enjoying good health, a fine thing at this time of year.

Brother Gallie, recently operated upon has recovered and is again on his run.

—Div. 109.

THE KEY CITY

Dubuque, Iowa.—Once again we will have a line-o-type or two from the Key City. Yes Dubuque is known as the key city of Iowa, but from the number of members attending the meetings, it looks like some of the boys can't find the key hole or else have not sense enough to keep up the haven of refuge for rainy days.

Paying dues does not constitute all that each man owes his local. The quicker the boys wake up to this fact, the quicker they will find that it does more than repay them to spend an hour or two each month looking after their own interests in the organization. However, we have in Division 329, enough live wires to more than make up for the driftwood and to these boys belong the credit of carrying the extra burden and not grunt. As Brother "Bill" Latimer puts it, we would rather have 50 live ones than 100 dead ones."

Brother John Riley, one of our Charter Members, passed away February 2nd after a lingering illness and his loss is keenly felt. He was a credit to the Company and the Organization.

It seems that our Main street line has been given over to the control of the K. K. K. Society, as the three runs on this line are operated by Brothers Knoernschild, Krantz and Kortemeyer. They are up there "hitting the ball."

As a special inducement to those members who cannot find time to attend the meetings once a month, Brother Foley offers to stage a little entertainment at the next meeting and Foley shakes a mean hoof when it comes to Dancing the good old Irish Shindigs. Come early, boys, and get good seats.

We receive many favorable comments from travellers upon the service here and it is always the poor misguided fool that has never been outside the walls of his home town that has a fancied kick to register. If some of these chronic kickers were to take a little trip some time to other towns of equal population, they would be quick to boost the service, instead of knocking it. Some folks don't know how to appreciate a good thing until they lose it and then what a howl they do put up. It's like going to a game of Base-Ball where you will find the Grand Stand packed with managers and no two agreeable on any one play. It is best for the trainman to listen and then smile. It sure does make many of the kickers feel sheepish. Try it once and see for yourself.

Let's see, boys, if your correspondent can't head his next article: "Increased Attendance," and let's all get together and give the M. & C. something to print that will make the other Locals anxious to get their copies in advance. Let's make this the Key City to the Front Door and not the Back Door as at present.

—Div. 329.

VISITING COMMITTEE KEPT BUSY

Little Rock, Ark.—The newly elected officers of Division No. 704 for the year 1923 were installed at our regular meeting of January 25. Brother Ed. Perryman who was elected to financial secretary tendered his resignation on account of his health. Our superintendent has granted him an indefinite leave of absence and we trust he will recover and again resume his duties as conductor. Brother Roy Jones, elected recording secretary, also tendered his resignation. They were not present at the time they were elected. I believe no one should be nominated and elected to office unless he is present or has given his consent to serve. In the places of these two brothers, Brother Chas. P. Koon was elected financial secretary and Brother A. Sherrill as recording secretary. Brothers A. Sherrill and E. A. Evans were elected as new delegates to the C. T. C. Brother Tom Wyrick, who was also elected delegate, declined because of his owl car run.

Brother A. H. Thomas had again returned to work here and re-entered our Local. Brother C. C. Henson was also elected to membership.

Our Visiting Committee has been kept busy looking after the brothers who have influenza and la grippe. With Brothers Laplin and Langbred, the sickness developed into pneumonia.

Brother Holland, sick for sometime with kidney trouble, is now at Hot Springs, Ark. improving slowly. Our Local will see that his family is cared for during his absence.

Our sick benefit association paid out \$1,600 last year to sick brothers and their families.

Boys, let's start the New Year right, by appointing ourselves a booster, each and every one of us. If we know of a brother who does not attend meetings regularly, let's find out the reason why and bring him in that he may know what is going on. We wish all Locals success for the year 1923.

—FRAT..

SELECT MEN FROM RANKS

Des Moines, Iowa.—Our Company has increased service on several lines recently, placing on new runs which were acceptable to extra men who thus moved to regulars. New men were employed to keep up the extra list.

Brother C. W. Rice has received the appointment of day shift train master and Brother E. L. Keller has received the same appointment on the night shift. We appreciate the Company having selected men from our ranks for these positions.

Our Company is issuing a publicity monthly, that contains news and notes applying to us as well as the Company. Our boys appreciate the publication and the copies are read by the public. It bears the Printers' Union Label too. It is called "Trolley Topics."

Congratulations are extended to Brothers Roy Free, Al. Goben and M. J. Baker upon their recent selections as life pals. The three couples have our best wishes for a fruitful and happy life's voyage.

Brother Art. Schenck, motorman on Sixth Ave. is our new president. We believe we have made a good choice as chief executive of old 441. Our new Executive Board comprises Brothers John Donohue, Gus Haag, Fred. Valley, W. E. Evans and Sam Crase. They are well qualified. Now, we all purpose to put our shoulder to the wheel and make the year 1923 a very successful year for us.

Brother Wm. Hammill, one of our motormen has been elected vice-president of the Des Moines Trades Assembly. For years he has been a good worker in the trades union movement of this city.

—LOCAL 441.

INTERESTING MEETING

Covington, Ky.—Division No. 628, being one of the small members of the Amalgamated family and of a quiet nature when not disturbed, does not often step out into the limelight, but we feel that we must let you know what an interesting meeting was held in our little Hall on the evening of February 6th, when it was our good fortune to have with us Brother P. J. Shea, a member of the General Executive Board, who gave us a very inspiring talk touching upon the situation in Buffalo, N. Y.

Those of our members who attend the meetings regularly were well acquainted with the conditions existing at Buffalo and our Local has previously donated to their cause, but we did not feel that we had done enough, so we are preparing to place a regular assessment for their support as long as they

may have to continue their struggle. After hearing Brother Shea's remarks on the subject we feel proud of the action we are taking. On this occasion we also had with us, Brothers A. Spradling and J. Luscher, two very energetic members of Division No. 627, Cincinnati, Ohio, and each of them favored us with very interesting speeches. We regret that our entire membership was not present to hear them.

We wish to extend to these brothers our sincere thanks, through this publication, for their friendly visit and we say to the members of our Local who did not hear them that they missed a real treat.

—J. B. R.

ARE HOLDING FAST

St. John, N. B.—Well, boys, Division No. 663 is still going strong despite the company, who tried to pull down our charter with a lockout 18 months ago. We are proud to say that the most of the boys are still holding fast to their obligation and are more and more determined to keep up the fight for "Freedom through Organization." The company who instigated the lockout is now feeling the pinch of foreign and unskilled labor, as during the recent snow storm the whole system was demoralized. But when the road was manned by union men, if it snowed a week, nothing could stop us.

Some of the brothers would like to know what takes Brother Ingerham down to the Wedge so often, and if there is any chance of becoming a member. Also we would like to know why Brother Mayes is so prominent with the ladies.

Why did Brother Garnet leave the bread business? Was the dough getting scarce?

Brother W. Anderson shows a fine example to the boys by walking from Carleton to Newman Brook instead of patronizing the street cars. Boys, take a tip.

Brother Joe Smith is a fine example for those who are always finding excuses to stay away from meetings. Joe is past his seventies, and a regular attendant at the weekly meetings. Get wise, boys, your presence is requested.

Brother Morrow and J. Wood have us all wondering if their Christmas was a happy one.

Don't forget to demand the Union Label.

—663.

HELD ANNUAL DANCE

Peterboro, Ont.—Division No. 622 held her first meeting of the year 1923 on January 14. Our president, who is convalescing from an operation, was unable to be present. Brother Robertson, our vice-president, very ably filled his place, and a good deal of business was transacted.

Our annual dance was held January 12. Two prizes were given away by the Division. Brothers McGrath and Guthrie lost out. Brothers Foster and Andrews sold the most tickets. Brother Redmond took a very active part on the finish of our dance. We are sorry Brother Gilmour ate too many sandwiches.

Brother Northey being absent gives Brother Turner some very pleasant surprises these cold mornings.

Brothers Shea and Donley are recovering from a severe attack of La Grippe.

Brother McCarthy is ringing in heavy on the night work.

We wonder why Brother Strong couldn't stay for the Sunday meeting.

Some of our members seem to be a little shaky over a fine that is floating around. It has been noticed by some of our regularly attending members that when some have been sick and have a sick benefit claim to be paid them by the Local, that is the only meeting they attend that year. The Local is going to fine any member who won't attend at least 3 meetings this year. So, now brothers, come to the next meeting.

Our superintendent hasn't any men to spare, with six men on the sick list.

—622.

REPORT PROGRESS

Mt. Carmel, Pa.—We are a small Local composed of 41 members, loyal and true, and we can report progress.

We have elected our officers for the year 1923, who are as follows: President, Edward W. Young; secretary-treasurer, Frank Young.

PRESIDENT WESLEY HART RE-ELECTED

Bloomington, Ill.—Conductor Wesley Hart of the Bloomington and Normal Railway and Light Company, at Bloomington, Illinois, has been president of Local No. 752, the Amalgamated Association of Street and Electric Railway Workers for almost six years. During this time he has served the organization faithfully and efficiently.

So popular is Mr. Hart among his fellow-employees, that he was re-elected without opposition last December as a mark of our appreciation of his efforts in our behalf and our confidence in his ability and integrity. Local 752 sent him as our representative to the National Convention held last year at Atlanta, Georgia.

Mr. Hart has served the B. & N. in the capacity of both motorman and conductor continuously since 1908. Previous to that time he had been employed for several years by this company, but quit and followed street car work in other cities for a few years. He is efficient in the performance of his duties and is so courteous and kind to passengers that he is a great favorite with the traveling public. Though he is a strong fighter for union principles, he so conducts himself as to hold the liking and the respect of the company he serves, as well as his fellow-employees.

His wife is a prominent figure in Labor League circles, and is an enthusiastic supporter of union principles.

—CON. 752.

DETROIT DIGEST

The Municipal Ownership Branch of Division No. 26 can now report the results of negotiations with the city management of the property looking to an understanding upon wages and working conditions. The schedule of wages and working conditions embracing 42 Sections submitted to the management as a proposed agreement has been adopted as agreed upon and entered in the proceedings of the City Railway Commission as a legal document and has been certified by the Secretary of the Commission, Assistant General Manager Ross Schram, as such. The instrument has also been approved by Division No. 26, M. O. Branch. The first Section provides for arbitration of any disputes that may arise that cannot be adjusted through conference by and between the officials of the property and the representatives of Division No. 26. This provision is in conformity with Section 19 of the Street Railway Chapter of the City's Charter. This provision reads:

1. In all cases of grievances, disputes or subjects arising in the matter of transportation involving the interests of operators, motormen and conductors, wherein said grievances, disputes and subjects arising in the matter of transportation and in the operation of the street railways are presented by the employees through themselves or designated representatives and in case of discipline where an employee or employees are suspended, dismissed or otherwise disciplined, the employees shall be permitted to be represented in hearings before the officer or officers and/or Commissioners of the Street Railway Department by the representative or representatives of the said employees chosen by the associated employees. In case of failure of adjustment of said case and/or cases by or through said hearings, said employees may have such recourse as is provided in Section 19 of the Street Railway Chapter of the City Charter, providing for arbitration of disputes. The procedure in cases of arbitration shall be: Upon written notice to the St. Ry. Com., by said employees in their associate character, through their chosen representative, or representatives, that arbitration is desired upon certain specified matters relative to wages or conditions of employment said notice shall be recognised and accepted as a sufficient initiation of arbitration. Such accepted notice shall contain the name of one citizen of Detroit, named by the said associated employees, by their representative and/or representatives, who shall be accepted as the authorized arbitrator in said dispute, and shall be so respected. To complete the construction of a Board of Arbitration, the Street Railway Commission and/or its representative and/or official or officials of said Street Railway Department shall within five days from the receipt of said notice of submission for arbitration, appoint one citizen of the City of Detroit to serve as an arbitrator. The two arbitrators thus chosen shall proceed without unreasonable delay to choose a third arbitrator to complete and constitute an arbitration board to consist of three persons. Before this Board

of Arbitrators shall be submitted the subject and/or subjects to be arbitrated. Said Board shall proceed without unreasonable delay to sit in the capacity of a Board of Arbitration at such time and place as may be designated by a majority of the said three arbitrators, of which the parties to the arbitration shall have sufficient notice. Before the said arbitrators shall appear the parties to the arbitration personally and/or through their representative and/or representatives, and submit to the said Board of Arbitration all evidence and statements bearing upon the case. At the close of the hearing and/or hearings, the said arbitration board shall proceed without unreasonable delay to determine thereon and render an award which shall be binding upon the parties to the arbitration. The decision of the said Board of Arbitration shall be respected as the award which shall be observed as an adjustment of the dispute or the subject matter in arbitration. A majority award shall be binding. The notice for arbitration shall contain a specification of the subject and/or subjects for arbitration. In the matter of arbitration expense the provision of Section 19 of the Street Railway Chapter of the Charter of Detroit shall be observed by both parties to the arbitration, and when exacted the employees shall provide sufficient and reasonable security designated by the Commission to assure payment of one-half the arbitration expense by the employees involved in said arbitration.

The agreement provides that not to exceed eight hours straight time shall constitute the service day on Sunday and work done in excess of eight hours shall pay 90 cents per hour. Wage rates are upon the basis of \$4.50 per day of 8 hours for first six months service men, \$4.75 per day for those in excess of one year in the service, with 75 cents per hour for work performed in excess of 8 consecutive hours. Service on week days of six hours to eight hours shall be paid 8 hours time. The Committee who negotiated the agreement comprised President Herbert Gee, Secretary-Treasurer Clarence Nugent, Business Agent Garrett Burns and Committeemen Fred Miller, Wm. Walker and Neil McLellan. This Committee was assisted in conference by First International Vice-President Wm. B. Fitzgerald and in consultations by Int. Pres. W. D. Mahon.

Brother Ed. Barkleian died January 21 of pulmonary trouble. He leaves a widow.

Brother Andrew McPherson, a member since 1893, died January 26. He is survived by his widow and one son. Brother McPherson had been off the road some eight years.

Brother Thomas Acker, a member for some 15 years, died January 27.

Brother Jesse Hale, a Flint City member of our Local, died February 1.

Word has been received that Brother Thos. F. Dunn, of the Baker Line who was on a vacation for his health, recently died at Augusta, Me.

Brother Arthur Smart was recently married to an estimable young lady of Detroit. They have the best wishes of the Local.

Brother Joe Schwartz recently went North and brought from the wilds of Michigan, a young lady who consented to and really did become his wife. They may now be found at their home in Highland Park.

Brother Gene Landers brought in several new members whom he obligated on the St. Jean and Clairmount Divisions. Those Divisions are becoming very strong adjuncts to the city branch of Division No. 26.

Mrs. and Brother Frank Schwartz are the happy parents of a new girl.

—REV.

CHANGE TO BUS SYSTEM

Everett, Wash.—Division No. 883 is now operating motor busses. The company in this city has abandoned the street railway service and substituted motor busses. The motor busses are called safety coaches. As this is not a very large city, the change will not be material in the way of accommodation. The new busses went into operation December 1.

Street cars continue to operate on the Colby-Rucka Road and the coaches are on Colby. The company is issuing a weekly pass.

It is too early at this time to report on the data as to whether this system will be cheaper than rail or not.

ILLINOIS TRACTION PROPERTIES AGREEMENT

MEMORANDUM OF AGREEMENT entered into this first day of December, 1922, by and between the Danville, Urbana and Champaign Railway Company, Bloomington, Decatur and Champaign Railroad, Illinois Central Traction Company, St. Louis, Springfield and Peoria Railroad and the St. Louis Electric Terminal Railway Company, parties of the first part, hereinafter collectively designated "Company," and the Amalgamated Association of Street and Electric Railway Employees of America, Divisions 905, 906, 907, 908 and 909, parties of the second part, hereinafter designated "Association."

Section 1. Association recognises the complete authority of Company in the conduct of its business. Company agrees that all trainmen employed by Company, eligible to membership in Association, may become and remain members of Association while they continue in the employ of Company, and that Company will not interfere with or prevent, either directly or indirectly, any such employees becoming or continuing a member of Association. Company agrees to deal with Association through its properly accredited officers and committees on all questions and grievances that may arise during the life of this agreement. Should any question or grievance arise between parties hereto that cannot be amicably adjusted between the officers of the Company and the accredited officers and committees of the Association, it shall be submitted to a temporary board of arbitration to be selected in the following manner. Within five days after arbitration has been decided upon the Company shall select one arbitrator, and the Association shall select one arbitrator. The two thus selected shall meet daily, Sunday excepted, to select the third arbitrator. The Board thus selected shall likewise meet daily for the purpose of hearing the case and a decision of the majority of the board, submitted in writing, shall be final and binding upon the parties hereto. The expense of said board shall be borne as follows: each party to this agreement shall pay the arbitrator of its choice and the two parties shall jointly pay the third arbitrator.

Section 2. Association as a body agrees to promote Company's best interests and to require its members to perform faithfully each and all the duties for them prescribed by Company.

Section 3. Company shall have and reserves the right to employ new men of its selection and to discharge men for cause, which cause shall be specified.

Section 4. Men suspended or dismissed shall be allowed an immediate hearing if request therefor is made by Association's Committee within two days after notice of such suspension. If the employee is found not at fault at such hearing he will be restored to service and compensated for time lost.

Section 5. The Merit and Demerit System and Board of Inquiry shall be continued under this contract.

Section 6. Any trainman having a grievance of any nature will submit same in writing, on prescribed form, to local committee, and will send a copy of same to General Superintendent.

Operation of Trains

Section 7. All cars or trains operated by Company, including regular and special train movements, switching and boosting movements, shall be manned by trainmen regularly qualified in service of Company, it being understood that the operation of shop cars and shifting of cars around terminals or stations is not included.

Section 8. Regular sleeping car trains shall be manned with a motorman, conductor and brakeman; express motor cars in sleeping car trains in connection with coach, shall not be considered as requiring an additional conductor.

Section 9. All freight and switching trains shall be manned with a motorman, a conductor and two brakemen, provided, however, that this shall not apply to movements handled by switching crew in Bloomington, or at any points where franchise requirements restrict the movement of two cars per train, pulling car not included.

Section 10. Line cars shall be manned with a motorman and a conductor.

Section 11. Bonding cars shall be manned with a pilot.

Section 12. Passenger crews shall handle United States mail, Company Mail, baggage, milk, papers and express.

Section 13. Crews holding assigned passenger runs all not do boosting, or boosting except in connection

with passenger work and with the handling of passenger equipment. This does not include extra crews not regularly assigned to passenger runs.

Section 14. Trainmen on freight and express runs will be allowed not to exceed 20 minutes for meals at convenient places, upon getting dispatcher's permission.

Assignments and Promotions

Section 15. General Assignments shall be made on April 1st of each year and whenever time table is changed to require readjustment of runs. Terminal Assignments shall be made November 1st each year.

Section 16. Company agrees to avoid, as much as possible, assigning what are termed "split runs," and in event any such runs are assigned they shall not consume more than twelve hours from starting time to completion of run and shall pay layover time at regular prescribed layover rate.

Section 17. In the assignment of runs by Company the oldest men in point of service shall be given preference in choosing runs on their respective divisions. If after fair trial a trainman is considered incompetent, run may be declared vacant and re-assigned in regular manner.

Section 18. Any trainman relieved from duty in train service for the purpose of taking other employment with the company, or with Association, shall hold his rights as trainman in Company's service during continuance of such other employment. This shall be effective only after December 1st, 1913.

Section 19. Motormen, conductors and collectors reduced to service as brakemen shall be entitled to seniority rights from time of entering service of Company as against other brakemen.

Section 20. The extra board shall be run first in, first out; extra men will be given at least six (6) hours work before going to foot of list. The board will be made up at the different points at 5:00 P. M. each day and in assignment of work, men first out will be assigned first run open for the following day, paying as much as six hours. Other runs will be assigned to men who stand in turn for same. This will not extend to runs which may become vacant after 5:00 P. M. Company may, in calling trainmen for freight service, select crews who are, according to law, available for 12 hours continuous service.

Section 21. All brakemen shall hold their seniority rights from time of entering service of the Company. The oldest brakeman in service shall have first choice of promotion to position as motorman, conductor or collector provided he passes regular examination.

Section 22. An extra man catching an assigned run shall hold the same until regular man resumes run, or run is regularly assigned; provided, however, if trainman is absent from duty for more than thirty (30) days, his run shall be assigned. All open runs shall be assigned within ten (10) days after it is known that they are open.

Section 23. All extra men shall keep within call by telephone to be available on thirty (30) minute notice. Trainmen called for freight service will be given call one hour before leaving time. If extra man first out cannot be reached he shall lose his right and fall to foot of list.

Section 24. Trainmen when laying off may specify at what time they will resume duty; this shall be considered as reporting. When time of resuming duty is not specified trainmen must report before 5:00 P. M. the day previous to the day on which they wish to resume duty.

Section 25. Where trains are operated over two (2) or more divisions, or lines, such through runs shall be prorated on mileage basis among said divisions as deemed fair by General Manager.

Section 26. So far as possible, regular passenger runs will be so arranged by Company as not to require crews of late trains into a layover point to take their cars out at an early hour the following morning, but nothing herein contained shall be so construed as to interfere in any manner with Company's working out or arranging its time card to its best advantage.

Uniforms

Section 27. The regular uniform for motormen shall consist of such overalls, blouse and cap as may be specified from time to time by Company, but any motorman may, if he so desires, wear a top coat, as from time to time is prescribed by Company.

Section 28. Conductors of passenger trains shall wear the present regulation blue uniform and cap, except as changed from time to time by Company.

Section 29. Trainmen, who during the course of their regular work, perform any of the functions of a passenger Conductor shall wear a conductor's uniform.

Section 30. Any trainman appearing for duty in other than a neat and clean uniform as aforesaid, shall be refused his day's run and shall receive no pay therefor.

Section 31. Conductors in uniform will not be required to couple or uncouple equipment at stations where shopmen are regularly employed.

Passes

Section 32. Each trainman will be furnished with an annual pass good over his division after completion of three years continuous service with Company and with an annual card pass over Company's whole system after completion of five years continuous service with Company; such passes to be good for such term and subject to such conditions as Company may from time to time determine. Trip passes good over Company's lines will be issued to dependent members of family of any trainman upon application therefor in the regular manner; provided that the number of passes requested on account of any one trainman shall be reasonable and provided further that the issuance of passes under this section shall not violate any provisions of law, state or national.

Cars

Section 33. Company agrees to maintain suitable heating apparatus in motorman's end of all motor passenger cars, to be operated independently of heating apparatus in remainder of car, and shall use reasonable diligence to provide facilities to enable motorman to shut off drafts in motorman's cab. Such heating apparatus shall be placed in front of motorman.

Section 34. If fare registers are installed in cars of Company, Company agrees to use all reasonable diligence in maintaining them in first-class order. Trainmen agree to register their fares accurately and with care at all times.

Section 35. The front platform of cars shall not be overloaded with baggage, freight or express to the degree that such overloading will endanger the position of the motorman.

Compensation

Section 36. Crews of trains laying over at any point may be relieved from duty until further call, or held on duty. In case they are held on duty, they shall receive full time pay for the period of such layover, as part of day's work. In case they are relieved from duty, they shall receive full time for first forty (40) minutes of such layover and one-half time for period in excess of said forty (40) minutes until they are called for further duty. No period shall be considered a layover which intervenes between two successive days work or calls.

Section 37. Company agrees that no passenger runs shall be established requiring crews to lay over between two days work at points other than home terminals.

Section 38. Assigned men reporting for regular runs shall, unless they have been suspended or discharged, receive such time as their respective runs call for; provided, however, that if Company is unable to operate trains from regularly assigned terminals for any reason entirely beyond the control of Company, and trainmen cannot be used, there will be no obligation on part of Company to pay time of trainmen under such circumstances when not used.

Section 39. Crews scheduled to relieve other crews as per time table running time and reporting on time for such purpose shall receive pay from such time as such relief is scheduled.

Section 40. Trainmen deadheaded for the purpose of furnishing relief to crews holding runs where no extra crews are maintained will be paid deadhead time at regular rate of pay. No layover time will be allowed between deadhead move and time of commencing or completing run; and only one deadhead move in each direction will be allowed.

Section 41. Trainmen deadheaded on Company's order for extra service at any point will receive regular rate of pay for such deadheading, and one-half time for any layover period between the deadhead move and actual time of beginning or ending service. Deadhead move returning to be made on first available train unless otherwise instructed. This does not apply to layover time caused by the 16-hour law, it being understood when crews are relieved account 16-hour law no layover time will be paid to such crews.

Section 42. Trainmen required to handle their cars between car barn and terminal before and after finishing run shall be paid for actual time consumed in so doing. Trainmen not required to handle cars between car barn and terminal shall report prior to leaving time as per assignment and such time shall be computed as a part of their day's work.

Section 43. Assigned trainmen called for Company business other than their regular duties shall receive their regular assigned rate of pay for time off. Extra trainmen called for such business shall receive actual pay for time off not to exceed nine hours per day; provided, however, that if any such extra trainman shall lose his position on the extra board, he shall be allowed not less than nine hours time, the Company reserving the right to use him during the whole or portion of such nine hours if it shall have work available for him. If trainmen are required to go elsewhere than their division points, they shall be paid their actual expense.

Section 44. When assigned runs do not consume nine (9) working hours or cover one hundred ninety-eight (198) miles or more at schedule speed of 22.2 miles per hour; except as herein otherwise provided, Company reserves the right to assign crews holding such runs further duties as required to complete full days work; provided, however, that such further duties shall be specified when runs are advertised, and same shall consist of such work as boosting, hostling, taking short runs, no freight or express work, or minor specials to be included.

Section 45. A new class of employees in passenger train service is to be created through selection from the brakemen, who shall be designated as "Collectors." They will be used only on passenger trailers, except parlor cars and sleeping cars, when required, and their duties will be to collect fares in the trailer car and otherwise assist the regular conductor in charge of the train. Opportunity for promotion of collectors to either conductors or motormen will not be affected by their selection as collectors.

Section 46. Conductors called upon to act as collectors, shall be paid at conductors rate of pay.

Section 47. All extra trainmen who are called and report for duty shall receive not less than two hours for such call.

Section 48. Regular assigned trainmen who are called and report for duty shall receive not less than one-half day.

Section 49. Assigned passenger runs shall be based upon a minimum day of nine (9) hours and it is agreed that extra compensation shall be paid motormen and conductors on passenger trains which make a speed in excess of 22.2 miles per hour, and exceeding one hundred ninety-eight (198) miles in days work. Rate of pay for extra mileage shall be $2\frac{3}{4}$ (two and three-quarters) cents per mile.

Section 50. Company agrees during the term of this contract that the minimum day for men in assigned or pooled freight service will be ten (10) hours.

Section 51. Freight crews will not be assigned to specific runs between division points, but will be run first in, first out on respective divisions unless otherwise specified.

It is agreed and understood that this arrangement provides for crews to lay over at other than home terminals on respective divisions and to compensate for expense incident to such layovers. Each member of crew laying over at other than home terminal where run is completed will be allowed fifty (50) cents in addition to any and all other compensation. Provided, however, that if any such crews are held at such terminals to exceed eighteen (18) consecutive hours full rate of pay for such service will be allowed for any time between the eighteen hour period and the time called to leave.

On divisions where freight crews are operated first in, first out, if considered necessary, trainmen will be assigned either to freight service or to passenger service and in that event freight crews will not be used in passenger service and passenger crews will not be used in freight service except in cases of emergency, and then only until proper relief can be provided. This will not prohibit switching crews at terminals being used in passenger service, or in road service, when necessary. Nothing in the foregoing restricts or interferes in any way with trainmen's seniority. In the event that crews are assigned to freight service and passenger service separately at any division point, after a period of 90 days the question may be taken up for revision.

Extra trainmen in freight service will be con-

sidered as extra trainmen on all divisions that radiate from their home terminal.

When freight crews are run first in, first out, they will have designated terminals and a trip between terminals designated will constitute a day's work.

Where freight crews are run who do not lay over at points other than home terminals they will be governed by regular assignment.

After putting this plan into operation between any two terminals, terminal assignments may be called for once each month for a period of three months in order to enable trainmen who are not entirely satisfied with their assignments while the plan is being worked out, to have the opportunity of choosing other runs to their satisfaction. This, however, does not permit of trainmen in passenger service or in freight service who are not desirous of changing from one to the other to change runs with one another, or pick a different run unless some of the changes made by those who are entitled to change compels them to do so. This does not mean that when an assignment is called for at one terminal, assignments will be made at all other terminals. It will be confined to the terminal affected.

Section 52. Regular assigned trainmen required by Company to learn divisions other than their own divisions to take runs thereon, shall receive the regular rate of pay per hour while learning such additional divisions, but shall not be paid when learning such other divisions with Company's consent upon their own application.

Section 53. Rate of pay for trainmen handling line car or acting as pilot will be the rate per hour which is herein specified as their rate of pay.

Section 54. In computing compensation periods of five minutes or less shall be disregarded and periods over five minutes shall be treated as ten minutes, it being intended to reduce such compensation to a ten-minute interval basis, with the exception of assigned runs will pay train schedule time. In computing total mileage, fractions of a mile less than one-half shall be disregarded; fraction of a mile over one-half shall be considered as one mile.

Section 55. Extra motormen, conductors and collectors and brakemen at any terminal point may call for the board to be cut at that point if one-half or more of such motormen and conductors can show that they have made \$50.00 or less on their last three pay checks or if one-half or more of such collectors and brakemen can show that they have made \$40.00 or less on their last three pay checks. However, such trainmen requesting such cut must be able

to show that they have not been off duty of their own accord more than three days during period covered by pay checks.

Section 56. The rate of pay shall be as follows: Motormen and conductors operating sleeper trains, 60¢ per hour; Motormen and conductors operating freight trains, 60¢ per hour; Motormen and conductors who were promoted prior to January 1st, 1921, shall receive for passenger service, 57½¢ per hour; Motormen and conductors promoted after January 1st, 1921, shall receive for passenger service, 55¢ per hour; Passenger motormen and conductors, Vermilion Heights Division, 55¢ per hour; Passenger motormen and conductors, Mechanicsburg Division, 50¢ per hour; Passenger motormen and conductors, Homer Division, 50¢ per hour; Collectors, 50¢ per hour; Brakemen, 45¢ per hour.

Association Business

Section 57. In construing this agreement the term "Company" shall be deemed to mean and include each and all the Companies named as parties of the first part and each and all the obligations of the party of the second part herein shall be binding upon and extend in favor of each and all said corporations; provided that this agreement shall not be deemed to include any of the employees of the St. Louis Electric Terminal Railway Company engaged in operation of what are known as bridge cars, operated between St. Louis and Granite City.

Strikes

Section 58. Association and its members further agree that there shall be no sympathetic strike for any outside cause or grievance.

Section 59. This agreement shall become effective as of December 1, 1922 and continue in full force and effect until December 1, 1923.

IN WITNESS WHEREOF, the parties hereto have caused these presents to be duly executed, the day and year first above written by their respective officers thereunto duly authorized.

For Companies—

O. G. HANDSH.,
General Manager.

APPROVED:

H. E. CRUBBUCK,
Vice-President Executive.

For Association—

W. B. NICOSON, Div. No. 905.
R. T. TONG, Div. No. 906.
G. F. WEDKEING, Div. No. 907.
GEO. J. COUGHLIN, Div. No. 908.
L. C. TORREY, Div. No. 909.

APPROVED:

J. H. REARDON.

Don't Wear a Truss

BE COMFORTABLE—
Wear the Brooks Appliance, the modern scientific invention which gives rupture sufferers immediate relief. It has no obnoxious springs or pads. Automatic Air Cushions bind and draw together the broken parts. No salves or plasters. Durable. Cheap. Sent on trial to prove its worth. Beware of imitations. Look for trade-mark bearing portrait and signature of C. E. Brooks which appears on every Appliance. None other genuine. Full information and booklet sent free in plain, sealed envelope.

BROOKS APPLIANCE CO., 1808 State Street, Marshall, Mich.



MR. C. E. BROOKS

Don't Endure PILES



Don't be cut. Let me send you at my risk, my mild soothing, guaranteed, combination treatment for Bleeding, Itching and Protruding Piles. Has proven a genuine blessing in thousands of cases. Full treatment sent at my risk. Write today. **Send no money**
H. D. POWERS, Dept. 263
BATTLE CREEK, MICHIGAN

Price List of Association Supplies

Official Seal.	\$5.50
Propositions for membership blanks, per 100	.50
Rituals, each	.35
Withdrawal cards, each	.05
Traveling cards, each	.05
Duplicate report books, each	2.00
Constitutions, in lots of 100 or more, per 100	4.00
Constitutions, in lots of less than 100, each	.05
Financial secretary's order book on treasurer	.35
Treasurer's receipt book	.35
Association badges, rolled gold, each	.50
Association badges, solid gold, each	1.10
Association buttons, gold plate, each	.50
Association buttons, rolled gold, each	.50
Association buttons, solid gold, each	1.10
Emblem cuff buttons, per pair	1.10
Emblem tie clasps, each	.70
Association charms, each	1.10
Association lockets, each	1.75
Cuts of official seal for use on printed matter, plain, each	.35
Cuts of official seal, with flag design	2.00
Transfer Cards, each	.05
Recording secretary's minute books 300 pages	1.25
Gift Seal, per box 50	.50
Loose leaf post binder, canvas with leather corners, each	4.50
Price of sheets, in lots of less than 100, each	.02 M
In lots of 100, or more, per 100	2.50
In lots of 500, or more, per 500	11.00
In lots of 1000, or more, per M	20.00

All orders must be accompanied with express, postoffice money orders or draft. No personal checks accepted. Otherwise supplies will not be forwarded.

How You Can Make From \$50 to \$200 a Week

The amazing story of E. A. Sweet, who suddenly found that he was worth \$1000 a month

This is the story of E. A. Sweet of Michigan—as he told it to us—the story of a man whose income suddenly jumped to more than a thousand dollars a month. It is worth reading, for it tells exactly how anyone can do the same as Mr. Sweet did and equal his success.

"For a good many years I worked for a salary. I was an electrical engineer making from \$150 to \$300 a month. Like almost every other man who works for a salary I was dissatisfied, for I felt every day that if I were only working for myself instead of someone else I would make more money. It wasn't only that, either. I just didn't like the idea of having someone to boss me—someone else to tell me how much I was worth—to hire me or fire me just as he pleased.

"How did anybody know what I was worth? How did I know? I didn't, and that is what worried me. I wanted to know. Maybe I was worth five, ten or even twenty times as much as I had been getting. In other words, after a good many years of hard work with a certain measure of success, I came to the conclusion that I was getting nowhere and that it was high time for me to do something on my own hook if I ever wanted to be more than just somebody's employee.

"That was only a few months ago. Today I am making more money than I ever dreamed of making. I am my own boss and last month my net profit was more than \$1,200.

"This is how it happened. One day I read an advertisement in a magazine. The advertisement said that any man could make from \$100 to \$300 a month during his spare time or that he could make \$200 a week if he only had the necessary ambition.

"It was only natural that I should hesitate a bit before answering this advertisement. It seemed almost too good to be true. Frankly, I doubted whether it was possible. But I thought to myself that certainly there could be no harm in writing, so I clipped out the coupon and mailed it.

"I realize today that mailing that coupon was the most important thing I ever did. All that I have today—all the success that I have earned—is due to that one little act of mine.

"My work has been pleasant and easy. I am the representative in this territory for a manufacturer of raincoats. This manufacturer sent me a little eight-page booklet that tells any man or woman just what it told me. It offers to anyone the same opportunity that was offered to me. It will give to anyone the same success that it has brought to me

"This raincoat manufacturer is the Comer Manufacturing Company, of Dayton, Ohio—one of the

largest manufacturers of high-grade raincoats in America. These coats are nationally advertised, but they are not sold through stores. All that I do is to take orders, I do not have to buy a stock of coats. I do not have to invest any money, and the beauty of the proposition is that I get my profit the same day that the order is taken.

"The little eight-page booklet which the Company will send to you will tell you exactly how you can do as I have done. It will tell you how to get started right in your own territory, and will tell you where to go, what to say, and give you all the information you will ever need.

"In my first month as a Comer representative I made \$243. That was a start, but it was only a start. My second month netted me \$600, and last month I hit the bull's eye with a net profit of more than \$1,200 for my thirty days' work.

"One year ago my life was limited to a \$200 a month income. I worked eight hours a day. Today my income is from \$600 to \$1,200 a month and I work four hours a day. A year ago I was not sure of my position. Today I am the sole owner of my own business. I still consider myself a greenhorn and I expect my profits to grow just as much in the future as they have grown so far."



E. A. SWEET

If you are interested in making from \$50 to \$200 a week and can devote all of your time or only an hour or so a day to this same proposition in your territory, write to the Comer Manufacturing Company at Dayton, Ohio. Simply sign and mail the attached coupon and they will send you the same eight-page booklet referred to by Mr. Sweet, without cost or obligation and they will send you complete details of their remarkable proposition.

-----CUT OUT AND MAIL-----

The Comer Manufacturing Co.,
Dept. W-414, Dayton, Ohio.

Please send me, without obligation or cost on my part, copy of your eight-page booklet and full details of your proposition. Tell me how I can make from \$50 to \$200 a week.

Name.....

Address.....

HIGH GRADE KNIFE \$1.00

Introduction Offer—Full size knife with any design wanted mailed for \$1.00. For 25c extra your name and address put on knife. This does not obligate you to act as agent.
Size 3 3/4 inches.



EASY MONEY \$75 to \$200 Monthly All or Spare Time

DISTRICT SALESMEN wanted to introduce novelty knives and razors. One side shows owner's name and address; the other any design selected, emblems used by Societies, Fraternal, Labor and Railroad orders, etc. Blades finest steel, handles clear as glass and unbreakable. Every knife guaranteed. Permanent employment and exclusive territory to those willing to give most of their time. If you are earning less than \$1200 yearly, let us show you how to make more. These knives make fine Birthday and Holiday PRESENTS.

NOVELTY CUTLERY CO.
343 Bar Street

Canton, Ohio

Nowadays a smart King keeps on good terms with his army.—Detroit News.

About the only thing the war settled is a mortgage on the civilized world.—Columbia Record.



Nu-Way STRETCH

Suspenders and Garters Have No Equal

There's nothing like them. No rubber but lots of easy and lasting stretch from Phosphor Bronze Springs. Year's wear guaranteed. Millions wear them. Suspenders—.75c; Garters—.50c; Hose Supporters—.25c.

AT YOUR DEALERS—or send direct giving dealer's name if he hasn't them. Guarantee and name on buckles.

NU-WAY STRETCH SUSPENDER CO.
Dept. 2602 Adrian, Mich.

GET RID OF THAT FAT

FREE TRIAL TREATMENT ON REQUEST



Ask also for my "pay-when-reduced" offer. My treatment has often reduced at the rate of a pound a day. No dieting, no exercise, absolutely safe and sure method.

Mrs. E. Bateman writes:—Have taken your treatment and it is wonderful how it reduces. It does just as you say. I have reduced a pound a day and feel fine.

Mrs. Anna Schmidt writes:—I weighed 178 pounds before I started your treatment and I now weigh 138 pounds. You may print this if you like.

These are just examples of what my treatment can accomplish. Let me send you more proof at my expense.

DR. R. NEWMAN, Licensed Physician
286 Fifth Avenue, New York. Desk H-501.

Agents: 90c an Hour



Introduce "Sodrasee." A new wonder. A pure solder in paste form. Works like magic. Stops all leaks. For mending water buckets, cooking utensils, milk pails, water tanks, tin roofs—everything including granite ware, agate ware, tin, iron, copper, zinc, etc.

Quick Sales—Nice Profit

Everybody buys. Housewife, mechanic, electrician, jeweler, plumber, tourist, automobilist, etc. No leak too bad to repair. Just apply a little "Sodrasee," light a match and that's all. Put up in handy metal tubes. Carry quantity right you. Write for money-making proposition.

"AN PRODUCTS CO., 8501 American Bldg., Cincinnati, Ohio

A Stove for A Dime

Why eat cold meals while on the job? Use this convenient stove for preparing a hot meal or a cup of tea or coffee. Hundreds of uses for this little stove. Gives you heat in an instant when needed, in door or out.

STERNO

Canned Heat

Folding
STOVE

Send this adv and 10c to Sterno Corp., 9 East 37th St., New York City, Dept. R.3, and sample stove will be sent prepaid.



PILES DON'T BE CUT Until You Try This Wonderful Treatment

My internal method of treatment is the only correct one, and is sanctioned by the best informed physicians and surgeons. Ointments, salves and other local applications give only temporary relief.

If you have piles in any form write for FREE sample of Page's Pile Tablets and you will bless the day that you read this. Write today E. R. Page, 307B Page Bldg., Marshall, Mich.

DIABETES Sugar Disease

No matter how long or severe or what treatment you have taken, send for booklet describing the Diet-B-Ton Treatment for Diabetes, used successfully at home in thousands of cases, many of which were considered incurable. Highly recommended by grateful sufferers and eminent physicians. Postal will bring booklet. Write today.

BAUER PHARMACAL CO.

821 W. Chicago Avenue Dept. F34 Chicago, Ill.

FASHION LETTER

So very adaptive are the styles chosen for the Spring Fashions, presenting three principle silhouettes, each permitting such changes that will make them becoming to all figures.

One of these is the "little dress" very long, very straight and close, sometimes with a high collar, narrow cuffs and the hem 4 inches from the ground.

Its versions and variations are many, in tucks, plaits, frills, panels or apron effects, but it is still the simple frock usually of a fine wollen material embroidered in soutache or adorned with self applied motifs.

Such a frock becomes a three piece suit when to it is added a short straight little coat or blouse jacket, and then it may have a decoration of ribbon, or heavy stitching.

Another of the three silhouettes to which we refer is the afternoon costume, on which appear gores or supple draperies.

For velvets and satins the gore, or godet is especially important. It is usually set in at one side of the front.

If drapery is the theme, it may be caught up at one side, on the hip or fall in soft folds over the sides or front.

The third example is that used especially for evening wear, and it is marked by lovely subtle draperies.

Most all draped dresses show the slender outline. Important "draping" material are velvets, plain or crushed, metal cloths embroidered and spandled nets and crepes.

Waists and "bodices" now display a variety of decorations in the way of capes, peplunes, lace berthas and angel sleeves. Tight sleeves show ruffles, bias flounces, puffs and gauntlets of lace.

The neck line of evening and too of day gowns is quite low, rounded, or cut square.

Black and gray velvet, will combine well for an afternoon frock.

A dress of gray duvotyn is smart embroidered in self color. Tan crepe and brown satin crepe were combined to make a smart frock with draped overskirt, and kimono "over blouse."

4266. Ladies' Dress.

Cut in 6 Sizes: 34, 36, 38, 40, 42, and 44 inches bust measure. A 38 inch size requires 5½ yards of 36-inch material. The width at the foot is 2½ yards. Price 12¢.

4263. Ladies' Apron.

Cut in One Size—Medium. It requires 1½ yard of 32-inch material. Price 12¢.

4251. Girls' Dress.

Cut in 4 Sizes: 6, 8, 10 and 12 years. A 10 year size requires 2½ yards of 36-inch material. Price 12¢.

3441. A Set of "Short Clothes."

Cut in 5 Sizes: 6 months, 1, 2, 3 and 4 years. A 2 year size will require 3½ yards of 27-inch material for the Dress, 1½ yard for the Slip, and 1 yard for the Drawers. Price 12¢.

4240-4112. Ladies' Jacket Suit.

Coat 4240 cut in 7 Sizes: 34, 36, 38, 40, 42, 44 and 46 inches bust measure. Skirt 4112 cut in 6 Sizes: 25, 27, 29, 31, 33 and 35 inches waist measure. To make the suit for a medium size requires 6½ yards of 40-inch material. The width of the skirt at the foot is 2½ yards. TWO separate patterns 12¢ FOR EACH pattern.

4081. Ladies' House Dress.

Cut in 7 Sizes: 34, 36, 38, 40, 42, 44 and 46 inches bust measure. A 38-inch size requires 5½ yards of 32-inch material. The width at the foot is 2½ with plaits extended. Collar and cuffs of contrasting material requires ¾-yard 32-inches wide. Price 12¢.

4248. Boys' Coat.

Cut in 4 Sizes: 4, 6, 8 and 10 years. A 6 year size requires 2½ yards of 54-inch material. Price 12¢.

4242. Child's Play Suit.

Cut in 5 Sizes: 2, 3, 4, 5 and 6 years. A 4 year size requires 2½ yards of 36-inch material. Price 12¢.

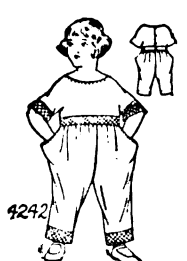
FASHION BOOK NOTICE

Send 12¢ in silver or stamps for our Up-to-Date Fall and Winter 1922-1923 Book of Fashions, showing color plates, and containing 500 designs of Ladies', Misses' and Children's Patterns, a Concise and Comprehensive Article on Dressmaking. Also Some Points for the Needle (illustrating 30 of the various, simplestiches) all valuable hints to the home dressmaker.

Send 12¢ in silver or stamps for our UP-TO-DATE FALL AND WINTER 1922-23 BOOK OF FASHIONS.

Send all orders for patterns and catalog direct to the Beauty Pattern Company, Dept. M. C., 1188-90 Fulton Street, Brooklyn, N. Y. Be sure to give number and bust and waist measure for ladies' patterns and number and age for children's patterns.

Where two numbers appear on one design, two patterns are illustrated and 12¢ should be forwarded for each. Ten days should be allowed for delivery of patterns.



Rapid Ready Change Maker

LEVER OPERATED

(Model 1921)

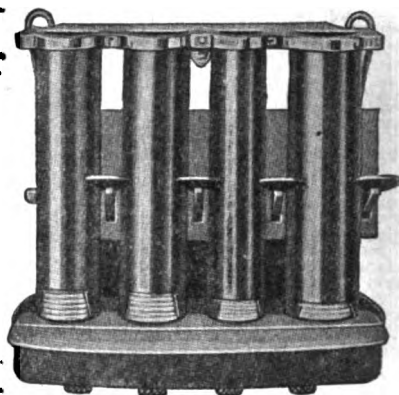
After twenty-five years experience manufacturing change carriers, being the first to originate such a device, we offer our new model, which by a simple adjustment throws ONE to FIVE coins from one or all tubes in any combination wished.

Holds fifty per cent more coins than other makes, with many new features not possible in others, that speed up fare collections. No springs to get out of order, will never rust or tarnish. Agents most cities, where not, will send for \$4.25. One style does for quarters, dimes, nickels or pennies. Our Slip Carrier, so well known is \$2.50 either style, nickels or pennies.

Agents wanted
Special prices.

A. F. NELSON, MFR.

907 N. Front St.,
Harrisburg, Pa.



J. L. LYNCH

MEMBER DIV. 341

MANUFACTURERS OF

Union Buttons, Badges

Banners, Flags

325 N. MADISON ST. 4th Floor
MADISON TRUST BLDG., CHICAGO, ILL.



TRACTION UNIFORMS

UNION MADE

*Write for Catalogue
Samples & Prices.*

The Fechheimer Bros. Co.


CINCINNATI, OHIO.

No More Rupture-- Sound as a Dollar!

**Ohio Man Finds Remarkable
Device Which Succeeds
Where Many Fail: Sample
SENT FREE**

This is an invitation that no man or woman in this vicinity who is suffering the terrible handicap of dangerous Rupture can afford to ignore. I want to send you, absolutely free, a sample of my latest Sponge Rubber Rupture Pad, that so many users say has, when fitted to their case, not only given them instant relief from all the tortures, dangers and discomforts of Rupture but has effected a complete, lasting recovery so that all evidence of Rupture is gone and they are in perfect health and as "sound as a dollar."

Don't say this is too good to be true. Try it. Send no money—just your name and address plainly written and say "I am ruptured"—and I will quickly send you a sample Sponge Rubber Rupture Pad and full particulars of my generous offer in a plain sealed envelope. Address E. H. Scott, Hernia Expert, 545 M Scott Bldg., Akron, Ohio. Do this today—Before you forget. You may not see this notice again.



Detroit Regulation
Motorman and Conductor's

UNIFORMS

Standard-weight, fast-color serge of guaranteed dependability

Formerly \$28.50—now

\$25

Union-made, expressly for M. U. R., D. U. R. and M. O. car men. Three-ply properly padded, shape-retaining coat fronts; linings of best sea-island cotton; chamois arm-pit sweat-shields; closely woven drill or duck non-sagging pockets. (Conductor's suits leather trimmed at points of wear.) We'll fit you—whether tall, short, slim, stout or extra large.

Extra fine quality serge Uniforms
\$33.75

Clayton's

Clothing Hats Furnishing
Michigan at Shelby since 1883

Thousands of Sensational *Bargains!* for the Entire Family!

33rd Anniversary Style Book-FREE!

MAIL order shoppers from coast to coast will be overjoyed when they hear the glorious news from PHILIPSBORN'S! We are celebrating our 33rd Anniversary by offering thousands of wonderful bargains in latest styles and highest quality wearing apparel for every member of the family. Our buyers have been busy for months—working day and night—to collect the choicest merchandise they could find and to offer it to you at *lowest prices in the world*. They have succeeded beyond our fondest hopes. Never in all our 33 years' history have we offered such astounding values. Our Style Book for Spring and Summer tells you all about it. Write for it at once.

We Serve 3 Million American Families!

Three million families save money by doing their shopping here. We want to serve one million more during our Anniversary year. We have just completed new buildings giving us 40 per cent increased space so that we are today equipped to give **THE BEST MAIL ORDER SERVICE IN THE WORLD—EVERY ORDER WILL BE PROMPTLY, CAREFULLY AND ACCURATELY FILLED.**

**Styles
Have
Changed**



Ours Approved
by **IRENE
CASTLE!**

© C. Fairchild, N. Y. C.

So different are this year's styles—so radical are the changes—that the woman who doesn't want to be a "back number" owes it to herself to be posted on the new styles.

Irene Castle, famous movie star and dancer and America's fashion authority, says—"PHILIPSBORN'S 33rd Anniversary Style Book *exceeds them all and offers wonderful savings. I advise every reader of this magazine to send for a copy.*"

We PREPAY Delivery!

We don't want to put our customers to the trouble and inconvenience of figuring express or mailing charge, so we pay it ourselves. It costs us one million dollars a year. *Be sure to share in this Million-Dollar Saving.*

Money-Back Guarantee!

We not only guarantee complete satisfaction or return your money but we also refund return delivery charges. No other but **YOU** is the judge. And don't forget we guarantee *Lowest Prices in the world.*

**Easter is Early - April 1st,
Send Coupon or a Postal TODAY!**

Don't delay sending for this book, because you will want plenty of time to choose and will want to make your selections early. Your name and address on the coupon or a postal will bring this Wonder Book of Bargains FREE!—don't fail to write today!

PHILIPSBORN'S
Founded 1890
Department - 200 - Chicago, Ill.



PHILIPSBORN'S, Dept. 200

Chicago

Please send copy of PHILIPSBORN'S Style and Shopping Guide for Spring and Summer.

Name.....

City..... State.....

Local Address.....

PLEASE WRITE PLAINLY

THE PEOPLES STATE BANK

MEMBER FEDERAL RESERVE BANK

Capital, Surplus and Undivided Profits \$14,000,000



Twenty-six branches conveniently located bring the service of this great institution directly to your door.

BRANCHES

HARPER AND TOWNSEND
7879 JEFFERSON WEST
BAKER AND TWENTY-THIRD
MICHIGAN AVENUE AND JUNCTION
MICHIGAN CORNER ADDISON
WARREN AVENUE AND THIRTIETH ST.
GRAND RIVER AND BROOKLYN
GRAND RIVER AND HOLMUR
CLAIRMOUNT AND LINWOOD
1523 WASHINGTON BOULEVARD
WOODWARD, CORNER PIQUETTE
OAKLAND AND KENILWORTH
WOODWARD AND ALEXANDRINE

FERNDALE AND LAWDALE
HASTINGS, CORNER ERSKINE
GARFIELD, CORNER RUSSELL
RUSSELL, CORNER LYMAN
GRATIOT, CORNER RIOPELLE
CHENE, CORNER MILWAUKEE
CANTON, CORNER GRATIOT
FISCHER, CORNER GRATIOT
MACK, CORNER BALDWIN
FOREST AND CADILLAC
KERCHEVAL AND LAKEVIEW
JEFFERSON, CORNER BENITEAU
TWELFTH AND SEWARD

To be well dressed and neat in appearance, order

BATCHELDER MADE UNIFORMS

**QUALITY & STYLE MAKE
BATCHELDER MADE UNIFORMS
A SOURCE OF SATISFACTION
TO EVERY WEARER.**

For Sale by Dealers

WRITE FOR SAMPLES

FRED M. BATCHELDER CO.
68 HARRISON AVENUE
BOSTON

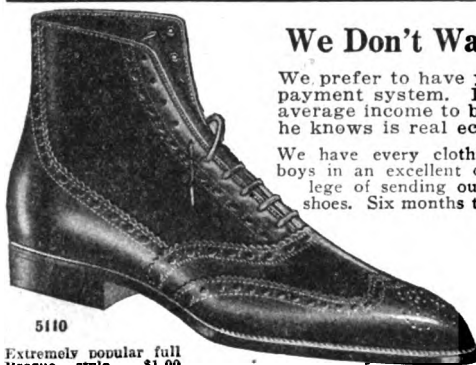
323 W. JACKSON BLVD.
CHICAGO

The MOTORMAN AND CONDUCTOR

"Freedom Through Organization"



SEND \$1⁰⁰ WITH YOUR LETTER

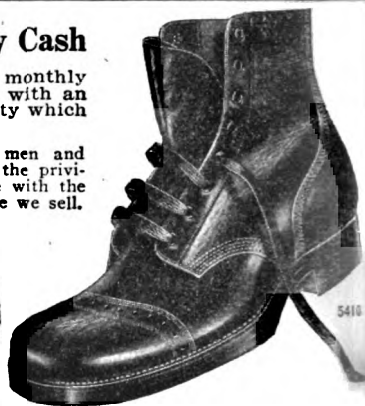


Extremely popular full brogue style. \$1.00 with order. \$1.00 a month. A \$7.50 value at \$1.00 saving. Soft fine mahogany shade uppers. Fine single oak sole. Goodyear Welt sewed. Genuine "Wingfoot" rubber heels. The high shoes as pictured or oxfords if you wish in same style; specify in your order.
No. 5110. Sizes 6 to 11—Pair, \$6.45—Six months to pay.

We Don't Want You to Pay Cash

We prefer to have you experience our monthly payment system. It enables the man with an average income to buy the better quality which he knows is real economy in the end.

We have every clothing requirement for men and boys in an excellent quality and we want the privilege of sending our catalog to you free with the shoes. Six months to pay on every article we sell.



Finest double soled full army pattern field shoe as the full Munson Army last. Finest tan upper.
No. 5410. Sizes 6 to 11—Pair, \$5.90—Six months to pay.



5710

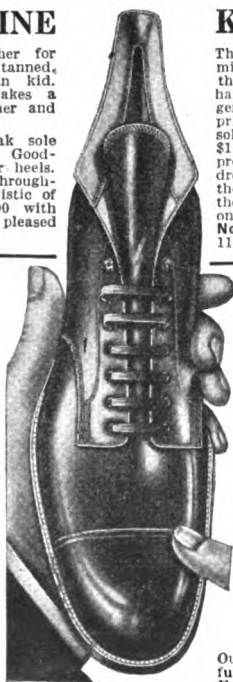
GENUINE

The finest upper leather for dress shoes that is tanned. Finer and softer than kid. Tough as hickory. Takes a polish like patent leather and never scuffs or peels.

Finest heavy single oak sole Goodyear welt sewed. Good-year "Wingfoot" rubber heels. Full leather trimmings throughout and every characteristic of the finest shoes. \$1.00 with order. If thoroughly pleased pay \$1.25 a month.

Square French toe. Pinked vamp and tip. Four rows of neat stitching. For comfort and the finest wear. Goodyear welt sewed single oak sole. Goodyear "Wingfoot" rubber heels. A soft fine grain mahogany upper stock.

No. 5710.
Sizes 6 to 11—
Pair, \$5.85. Six months to pay.



5210

KANGAROO

This kangaroo leather in this Admiral last we have sold to many thousands of men who could hardly believe that we offered the genuine article at this popular price. Such a shoe is generally sold in exclusive boot shops at \$12.00 to \$18.00 a pair. Let us prove to you what a wonderful dress shoe and comfortable shoe the kangaroo is. We only ask the privilege of sending a pair on approval for free examination. No. 5210. Kangaroo. Sizes 6 to 11—Pair, \$7.45.

Norwegian calf skin. You know it to be the finest. Extra fine oak soles Goodyear welt sewed. Style just as pictured.

No. 5810.
Sizes 6 to 11. Pair, \$7.75. Six months to pay.



5810

Pin a dollar bill to this coupon and mail it to us now—today.

The Clement Company, 1550 Indiana Ave., Chicago, Ill.

Gentlemen: Enclosed find \$1.00 as first payment for which please send me a pair of shoes as noted below. If shoes are as you say, I agree to send \$1.25 each month until paid for—otherwise I will return in 48 hours, you to refund my \$1.00 and return postage.

Style No.SizeLeather.....

Name

Address

Get your name on our big list of satisfied customers and receive immediately our Big Money Saving Catalog of men's and boys' clothing—just start right now to save money on clothing apparel.



WE GUARANTEE FIT

Send us your exact size if you know it. If not, send an outline of your stocking foot drawn on a piece of paper by tracing a pencil around the stocking foot. This assures you of a perfect fit.

The Clement Company
1550 Indiana Ave.
Chicago, Ill.

\$1.00 Brings 9^{FT} x 12^{FT} Congoleum Rug and 3 Small Rugs to Match—

All Four
only

\$15⁹⁵

Less than the
Price of One

The price of the famous Congoleum Gold Seal Art Rug is just as well known, absolutely as standard, as sugar, salt or flour used to be.

Go anywhere, look everywhere, in stores, catalogs, magazines and newspapers—and once more refresh your memory of the actual universal standard price of a full size Gold Seal Congoleum Art Rug.

Here we bring you not one rug alone, but four—and all four for less than the regular price of one. A full room size, 9 foot by 12 foot, Congoleum Rug and three small companion Congoleum Rugs to match—each small rug 18 x 36 inches.

30 Days Free Trial

We'll send all four rugs on trial for 30 days. We want you and urge you to put them down on the floor and use them for a whole month—free of expense and without promise or obligation of any kind.

We guarantee that if you would rather return the rugs after making this kind of a trial, just say so and send them back. We will refund to you every penny of transportation charges, both going and coming.

Pay Little by Little Take a Full Year

And that's not all! No matter who you are, or where you live—regardless of your circumstances—we'll send all four rugs immediately, without waiting, red tape or bother, for just a dollar pinned to the coupon.

And we'll wait a year for the balance of the money. If you keep your rugs after making a 30 day's trial, you can pay little by little, almost as you please, taking a full year. That's the way we sell everything.

The Most Famous of All Congoleum Patterns

Congoleum Gold Seal Art Rugs are rapidly becoming the national floor covering—universally used in the kitchen, bathroom and dining room in good homes.

They lay flat from the very first moment without fastening. They never curl or kick up at edges or corners. No need to tack them down. Dirt cannot accumulate underneath.

Less work. Congoleum floors mean less worry and no back breaking drudgery. Dirt, ashes, grit, dust or mud cannot "grind into" Congoleum Rugs, because the surface is hard and does not absorb. A damp rag keeps a Gold Seal Congoleum Art Rug clean and doesn't hurt it.

Waterproof. These rugs are guaranteed waterproof. There is no burlap in Gold Seal Congoleum Art Rugs for water to rot. The surface is hard and smooth and wear resisting.

This stunning pattern is a superb tile design that looks exactly like the finest mosaic tile that you have ever seen, in lovely robins' egg blue and stone gray colorings. Such a rug in your kitchen will change the appearance of the whole room. In the dining room it gives an effect impossibly beautiful to describe. For a bedroom it is the most appropriate pattern imaginable. For the bathroom it is absolutely ideal.

This Offer Ends in 30 Days Send Your Dollar NOW

We cannot hold this offer open long. We make it for quick action to prove to you our ability to sell you similar bargains in all kinds of house furnishings from cellar to garret, on the same wonderful terms.

Clip the Coupon and pin a Dollar to it.

No. D4C408 9 ft. x 12 ft. Genuine Congoleum Gold Seal Art Rug and 3 companion \$15.95 rugs to match, ea. 18 x 36 in.

Spiegel, May, Stern Co.

1577 Thirty-fifth Street, CHICAGO, ILL.
I enclose \$1. Send me on approval the 4 Gold Seal Congoleum Art Rugs here described, No. D4C408—on 30 days Free Trial. If I am not delighted with the rugs, I can return them and get my \$1 back, also all transportation costs. Otherwise I will pay easy terms, \$1.25 monthly, until special bargain price, \$15.95, is paid

Name.....

Street R. F. D.

or Box No.

Shipping Point.....

City..... State.....

Also Send Me Your Latest Free Furniture Book



FREE

Mail Postcard for Book of 10,000 Bargains

This Congoleum Rug bargain is just a sample of the ten thousand other bargains in our great big furniture book. A postcard will bring it to you free for the asking. It shows everything for the home. It is probably the largest book of the kind published. A great many things are shown in their actual colors.

Always a Year to Pay

You never need to ask for credit. It's the way we sell everything. And we always loan articles free for a whole month before you need to decide.

A Few Departments

Wood Beds Steel Beds Curtains
Furniture Clocks Sewing
Linens Floor Machines
Cooking Coverings Brass Beds
Utensils Silverware Dishes
Musical Instruments Bedding
and Pillows

Rugs and carpets in all weaves and patterns and colors. All sorts of odds and ends like wringers, irons, drapes, tools, fixtures, trunks and bags. And a great big department of diamonds, watches and jewelry.

Ask for it now. A plain letter or postcard will do.

Spiegel, May, Stern Co.

1577 35th Street, CHICAGO, ILL.



Style No. 20

Wear Better Uniforms

BY putting your trust in a Bloch Uniform of quality you insure yourself against dissatisfaction.

Twenty years of knowing how has enabled us to offer Traction men everywhere the best uniform that money can buy.

Strength in every part that has a strain, materials of proven long-wearing value, design and tailoring of a superior quality that assures every customer the comfort and appearance he enjoys.



The
Bloch
Company
Cleveland, O.

Send me, free, a
Trolley Jim Time Book.

Name.....

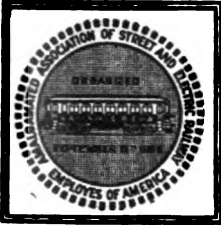
Address

*Ask your dealer for a Bloch
Uniform of Quality. It will pay.*

The Bloch Company

Uniforms of Quality

Cleveland - Ohio



The Motorman and Conductor



Vol 31

DETROIT, MICHIGAN, MARCH 1923

No. 4

Published monthly by the Amalgamated Association of Street and Electric Railway Employees of America.

W. D. Mahon, President.

60 East High Street, Detroit, Michigan

Entered at the Post Office as Second Class Matter. Accepted for Mailing at special rates of postage provided for in Section 1103, Act of October 3, 1917.

Subscription Price - - - - - \$.75



DETROIT'S FIRST MUNICIPAL STREET RAILWAY COMMISSION

Following the adoption of a Street Railway Chapter to the Charter of the city of Detroit in 1913, which Chapter provided for the appointment of a street railway commission, under the administration of former Mayor Oscar Marx the first street railway commission was appointed. They are represented in the above picture. Reading from left to right, they are: W. D. Mahon, International President of the A. A. of S. and E. R. E. of A.; James Couzens, at the time Sales Manager and Joint Owner of the Ford Automobile Works and later successor to Mayor Marx as Mayor of Detroit and now U. S. Senator from Michigan; John Dodge, at the time President of the Dodge Brothers Automobile Works of Detroit, and who has since died; Former Mayor Oscar B. Marx and Commission's Secretary James Fitzgerald.

WHAT IS TRADE UNIONISM?

By W. D. Mahon

Trade Unionism is the effort of the worker to live the life of an American citizen, as outlined and established by the principles set forth in the Declaration of Independence. When our forefathers decided to establish this nation they placed as its corner stone, this declaration, that here is born a nation in which all men shall have the right to life, liberty and the pursuit of happiness. Our forefathers fought through seven long years of bloody war to establish that principle. It was the inspiring watchword of

the colonists. They knew by experience the bitter effects of monarchy, and through the dark and trying experience of seven long years of war, life, liberty and the pursuit of happiness for their future and the future of their descendants was their only hope. It was all they had to battle for and finally victory crowned their efforts. In their legislation for the future they could only be guided by their own knowledge and experience, and in order to preserve what they had accomplished in their years of struggle they legislated the best they knew how and gave us the best form of government to preserve these principles they could conceive of.

In that day there were no railway combines, no sugar kings, coal syndicates, Standard Oil monopolies, stock yard organizations or other combinations for the control of wealth and property by the few, so our forefathers legislated the best that was possible for them within their knowledge and left to us what they thought was the eternal right to the principles they had so bitterly struggled for, namely, the right to life, liberty and the pursuit of happiness. Under the form of government they left us, combinations of all kinds have risen up, taking advantage of the fact that our forefathers had not legislated against them and placed barriers in their way to prevent them from taking from their descendants the rights that they had established for them in their struggle to establish the principles set forth in the Declaration of Independence.

There are still some who preach about free-born American workmen in one breath and in the next denounce the trade unions and uphold the combines. Not only do these organizations of wealth chain and rob the individual worker of his liberty, but they also rob the individual business man and the farmer as well.

Suppose you owned a farm and sunk an oil well on it, what good would that do you as an individual? You would be compelled to sell your oil well, or the products of it, to those who are organized to control that product. You would find that the refineries, the tanks and all the machinery for putting your oil on the market are in the hands of those who would force you to either join their combine or accept their terms for your oil. Suppose you located a coal mine on your farm. You would be in the same position. You would find the railroads and all the machinery for delivering your product in the hands of a combination, which would either force you to join them or accept the conditions they name for you. You might get legislation to compel the railroads to haul your coal, yet the pool would bar you from the market or force you to their terms. Suppose you owned a vast tract of land that was very fertile, on which you could raise all kinds of grain and live stock, you would again find that when you came to finish your products and place them in the hands of the consumer, you were at the mercy of the combine. You would find the railroads, the telegraphs, the elevators and stock yards in the hands of organizations that would dictate their terms to you for the products that you had raised on your farm.

And so you find, wherever you look, that the right to life, liberty and the pursuit of happiness is being taken away from the people in violation of the Declaration of Independence. That is the same condition that confronts the man who has nothing to sell upon the market of the world but his labor.

It sounds nice to hear the trust lawyer and politician preaching about the freedom of American labor. Yes, the worker is as

free as the cat in mid-ocean in the tub. If she doesn't like her conditions she can jump out.

When it comes to fix conditions of labor, the individual worker is hopeless, just as the farmer, the miner or the producer in any other line of business. If he would have the rights that the Declaration of Independence secured for him, he must combine with his fellow men and enforce them.

No man can have liberty and true happiness without he is properly housed, fed and clothed, and he and his family surrounded with all the necessities and wants of life, which carry with it its education, pleasures and enjoyments.

And so I repeat, without fear of successful contradiction, that the Trade Union is the most patriotic organization on the American continent and stands for one hundred per cent Americanism.

The Detroit Police Department has issued a report that in the year 1922, 185 persons were killed upon the streets of Detroit by automobiles. As there were 186,000 auto drivers' licenses granted during that year, it means the sacrifice of a life for every thousand licenses granted. According to the number of licenses granted, the proportion of deaths within the year 1922 was practically the same as within the year 1921, when the killings by autos registered 134. Judge Charles A. Bartlett of the Detroit Traffic Court is quoted as saying that "about 3% (of those licensed to drive automobiles on Detroit's streets) are careless, reckless drivers who have no interest in their fellow citizens and who refuse to drive with Courtesy and Common Sense." This means that 5,580 reckless drivers were operating automobiles in Detroit during 1922. The police report states that in 50% of the killings passed upon by the Coroners the drivers were not held responsible. This indicates that the licensing of the 5,580 reckless, incompetent drivers was responsible for 50% or not less than 92 of the killings and the same proportion of the thousands of other accidents in which many people were more or less seriously injured but were attended by no immediate fatalities. It shows that additional deaths follow the increase in vehicular traffic, autos, one-man cars or otherwise.

What hope have the individual workers in any employment when it comes to saying what their wages or working conditions shall be? The individual is absolutely hopeless. It is only through united efforts can men hope to advance their wages and improve their working conditions.

The Trade Union is the business organization of the worker. It is his Board of Trade, his Chamber of Commerce—the Organization through which he protects the only commodity he has to sell on the market of the world, namely, his LABOR.

PROCEEDINGS OF FOURTH REGULAR GENERAL EXECUTIVE BOARD MEETING Report upon Proceedings of General Executive Board Meeting held January 18-24, 1923

The Regular Semi-Annual Meeting of the General Executive Board of the A. A. of S. & E. R. E. of A. was held at Association Headquarters, January 18-24, 1923. The meeting was called to order at 2 o'clock P. M. Tuesday, January 18. There were in attendance at the meeting, Board Members Edw. McMorrow, Div. No. 241, Chicago, Ill.; Magnus Sinclair, Div. No. 113, Toronto, Ont.; P. J. Shea, Div. No. 168, Scranton, Pa.; John H. Reardon, Div. No. 22, Worcester, Mass.; Allen H. Burt, Div. No. 382, Salt Lake City, Utah; Wm. H. Welch, Div. No. 103, Wheeling, W. Va.; J. B. Lawson, Div. No. 558, Shreveport, La.; Wm. B. Fitzgerald, Div. No. 132, Troy, N. Y.; and R. L. Reeves, Div. No. 85, Pittsburgh, Pa.; International President W. D. Mahon, Detroit, Mich.; Int. Treasurer L. D. Bland, Div. No. 241, Chicago, Ill.

It was explained to the Board that the Meeting was called in advance of the regular time due to the health of the International President, who had passed through a serious siege of blood infection and had been advised by doctors to get out of the cold climate for a time, and it was to hasten his possibility of obtaining relief from a change of climate that the meeting was called some four weeks in advance.

President's Report

The semi-annual report of the International President was submitted to the Board and contained features as follows:

Under the head of "Report on Work of International Officers" the report was in detail and necessarily of such volume that a summary only is given as follows:

Int. Treasurer L. D. Bland, during the five months ending with December 31, aside from his regular service as International Treasurer, and Editor of the Union Leader, made six official visits, during which he assisted five Local Divisions upon agreement work.

General Executive Board Member Edw. McMorrow, during the five months period covered by the report, was credited with 37 official visits, during which he assisted 11 Local Divisions upon agreement and grievance work. At the close of his work he reported that being unable to arrive at an adjustment of the wage dispute for Division No. 752, Bloomington, Ill., the same was in submission for arbitration.

General Executive Board Member Magnus Sinclair, within the five months period, made 35 official visits, and assisted upon agreement and grievance work, 18 Local Divisions.

General Executive Board Member P. J. Shea, was credited with having made 25 official visits during the five months period, within which he assisted 14 Local Divisions upon wage agreement and grievance work.

General Executive Board Member John

H. Reardon, for the five months term, was credited with having made 42 official visits upon which he assisted 15 Local Divisions upon agreement and grievance work, which included assistance rendered to Division No. 737, Syracuse, N. Y. in arbitrating a wage dispute.

General Executive Board Member Allen H. Burt, in the course of the five months was credited with having made six official visits, during which he assisted four Local Divisions upon agreement work.

General Executive Board Member Wm. F. Welch, within the five months made 15 official visits and assisted six Local Divisions upon agreement and grievance work. His service included assisting Division No. 52, East Liverpool, Ohio, the members of which are involved in a lockout upon which, at the time of the meeting, he reported no discouraging features.

General Executive Board Member James B. Lawson, was reported to have made 25 official visits, during which he assisted 11 Local Divisions upon agreement and grievance work. His work included the assisting of Divisions 713, Memphis and 610, Charleston, S. C. upon wage agreement arbitrations, definite results from which were pending at the close of the period covered by the five months report. He also rendered assistance to Division No. 590, Columbia, S. C. the members of which were locked out during the entire period covered by the report.

General Executive Board Member Wm. B. Fitzgerald, in his capacity as First Int. Vice-President and Board Member, was credited with having made 43 official visits during the five months, within which period he assisted 14 Local Divisions upon agreement work and arbitration. He assisted the International President in the arbitration of the wage rates of Divisions Nos. 26, Detroit, Flint, Pontiac and Monroe; 111, Ypsilanti, and Ann Arbor; and 90, Port Huron and Mt. Clemens, and in the conduct of the negotiations leading up to the arbitration on that situation. He also assisted the Int. President in conducting the general affairs of the Association at the General Office.

General Executive Board Member R. L. Reeves, was credited with having made 13 official visits within the five months period upon which he assisted 12 Locals upon agreement and arbitration work.

Second Int. Vice-President P. J. O'Brien, within the five months period made 48 official visits, during which he assisted 22 Local Divisions. His work was largely upon agreement and grievance disputes. In the course of his work he assisted Divisions Nos. 496, Pittsfield and 600, Waltham, upon wage arbitration.

Fourth Int. Vice-President Wm. P. Jennings in the course of the five months period covered by the report, made three official visits and assisted two Local Divisions upon agreement and grievance work.

Fifth Int. Vice-President Fred A. Hoover, in the course of the five months period, made three official visits, during which he assisted two Locals upon their affairs, in

which the assistance of an International Officer was required.

Seventh Int. Vice-President P. J. McGrath made one visit, assisting one Local upon agreement work.

Eighth Int. Vice-President Frank O'Shea is credited with having made 32 official visits and assisted nine Local Divisions upon agreement and grievance work. Included within the report upon his work was his assistance in the direction of the affairs of Division No. 623, Buffalo, N. Y., the members of which were locked out during the entire five months period.

Eleventh Int. Vice-President James Lagay, in the course of the five months period, made 26 official visits, during which he assisted 15 Locals upon agreement and grievance work.

Twelfth Int. Vice-President J. B. Wiley, in the course of the five months period, was credited with one official visit, where he assisted one Local requiring the attention of an International Officer.

Thirteenth Int. Vice-President M. J. Murray, is credited with having made one visit to assist one Local Division upon legislative matters.

Other Int. Officers mentioned were: Late Board Member J. C. Colgan, whose death occurred within the five months period, and who had retired from the previous General Executive Board Meeting, due to ill health, which ultimately resulted in his death.

Vice-Presidents Wm. McClenathan, Geo. A. Dean, Thos. F. Shine and C. U. Taylor were reported to have officiated during the period of the report as officers of their respective Locals.

Int. President W. D. Mahon, the Report for the period showed, made six official visits during the five months period, within which he assisted eight Local Divisions. Of the work of the International President was the conducting of the arbitration of the wage dispute in the interest of Divisions Nos. 26, Detroit; 90, Port Huron; and 111, Ypsilanti, and branches thereof, which dispute existed with the respective companies and the Detroit United Railways. He, together with First Vice-President Fitzgerald also had intermittent supervision of the Buffalo lockout situation, involving the members of Division No. 623. He became afflicted with blood infection immediately following the Detroit arbitration but had sufficiently improved so that he was in attendance at the General Executive Board Meeting, and also able to act upon the advice of his physician to seek further improvement under more healthful climatic conditions.

In addition to the work done by the Staff of International Officers, the report of the I. P. covers work performed in the interest of the Association by A. F. of L. Organizer Wm. Collins and Association Organizers L. F. Hart, Wm. Quinlan, Everett Parker, E. J. Leahy and Auditor Maurice Lynch. Organizer Collins is credited with much work in the interest of the Association, including his activities in the interest of Division No. 623, Buffalo, N. Y.

Organizer L. F. Hart assisted Divisions Nos. 118 and 443 in adjustment of a jurisdictional dispute arising between the two Locals. President Wm. Quinlan of the Chicago Local assisted much upon the Buffalo situation and general conference held to investigate the Buffalo lockout. Brother Everett J. Parker of Spokane, Wash., was detailed to make a special effort to effect conditions by which Division No. 763 could maintain, but in the face of his efforts the Local disbanded. President E. J. Leahy, of Division No. 726, Staten Island assisted in the instituting of a newly organized Local upon the municipal lines of New York City, operated upon Staten Island. Auditor Maurice Lynch, within the course of the report period, assisted upon the work in the finality of the recent defalcation of a former Financial Secretary-Treasurer of Division No. 788, St. Louis, Mo.

The report continued as follows:

ENROLLMENT OF MEMBERS

During the period covered by this report, 4,956 members have been enrolled and certificates of membership granted to the same.

AGREEMENTS

In my report of the previous six months, it was shown that we had 351 written agreements.

During this term, Eighty-one agreements have been renewed, Fifty-six agreements receiving no reduction, while Twenty-two received a decrease in wages and Three received a slight increase.

DIVISIONS DISBANDED

Division No. 775, Minneapolis, Minn.
Division No. 817, Columbus, Ohio.
Division No. 832, Champaign, Ill.
Division No. 884, Portsmouth Va.
Division No. 901, Charlotte, N. C.
Division No. 910, Richmond, Va.
Division No. 941, Arkansas City, Kansas.
Division No. 763, Spokane, Washington.
Division No. 767, Knoxville, Tenn.
Division No. 866, Sand Springs, Okla.
Division No. 634, Cincinnati, Ohio.

STRIKES AND LOCKOUTS

During this past term, the Association has had 8 Strikes and Lockouts. In these 8 Strikes and Lockouts, Nine Local Divisions have been involved.

During this period, there has been expended from the Defense Fund in strike benefits and costs, the amount of \$326,461.93, which includes legal expenses.

Inasmuch as there is a complete record of the causes and conditions of the various strikes and lockouts on record for your information, which can be consulted at any time, I will be brief in my report and call your attention to the various strikes and lockouts. Such information as you may want upon them can be secured by consulting the records.

During the past term, strikes and lockouts have taken place as follows:

St. John, N. B.

The lockout at St. John, N. B. is still on. This case was reported to your Board at its previous meetings. There has been no change in the situation there since the last Board Meeting. The men hope through City Authorities to reach some settlement but up to the present time, none has been reached.

Saginaw and Bay City, Mich.

In the last report we called your attention to the situation at Saginaw and Bay City, Mich., where Divisions 841 and 860, respectively, were locked out, owing to the company shutting down the roads. These roads, so far as we know, are still shut down. The membership of the Divisions have disbanded their Organizations.

Columbia, S. C.

There is no change in the situation affecting the membership of Division No. 590, Columbia, S. C., since the last Board Meeting. The lockout continues.

East Liverpool, Ohio

The situation affecting Division No. 52, East Liverpool, is about the same as when last reported to your Board. Executive Board Member Welch has been assisting them from time to time and inasmuch as he has been there of late, he can make a further report to your Board.



HOTEL OAKLAND, OAKLAND, CAL.
One of Oakland's Pretentious Structures.

Buffalo, N. Y.

Under another heading I have given you a brief report upon the Buffalo situation. The lockout of the members of Division No. 623 continues.

Buffalo, N. Y.

A report of this suspension and causes leading up to the same was made to your Board at its former meeting covering the Lackawanna Branch of Division No. 624, of Buffalo, N. Y. During this term, Vice-President O'Shea succeeded in conference with the company in bringing about a satisfactory understanding and the men returned to work on December 18, 1922.

Framingham, Mass.

Division No. 620, Framingham, Mass., suspended work September 3, 1922. Vice-President O'Brien reported the situation and was advised to keep in touch with them. It seems that their contract had expired and being unable to reach a satisfactory adjustment either as to new wages or arbitration, the Division suspended work. They were advised to return back to work and live up to the laws of the Association which they did on September 6, and Vice-President O'Brien took up the situation. He succeeded in working out a new agreement for them, which was finally accepted by the membership.

Arbitrations

At the close of the last report there were seven arbitration cases pending. These cases, except one, have been settled and the manner of adjustment is given herewith.

Eight new arbitration cases have been reported to the International Office during the past term. Of these, six have been settled and two are still pending.

The arbitration cases reported are:

Division No. 496, Pittsfield, Mass.

The agreement covering Division No. 496, of Pittsfield, Mass., and the Berkshire Railway Co. having expired, the Division and Company agreed to the submission of the same to a Board of Arbitration composed of Attorney James H. Vahey for the Division; Attorney Barry for the Company, and Ex-Governor Samuel McCall as the neutral arbitrator. A decision was rendered whereby the agreement was renewed for another year without changes. This situation was under the direction of Second Int. Vice-President O'Brien and was pending at the time of my previous report.

Division No. 600, Waltham, Mass.

Division No. 600, submitted to arbitration the wage contention existing between the company and the local. The Board was composed of Attorney James H. Vahey, representing the men; Pitt F. Drew, the company with Hugh Ogden as the third arbitrator. A decision was rendered granting the members the old agreement for another year without a wage reduction or change. This situation was under Second Int. Vice-President O'Brien, and was pending at the closing of the last Board Report.

Division No. 713, Memphis, Tenn.

At the closing of the last Board Report the wage dispute between Division No. 713 and the employing company was pending before a Board of Arbitrators. The Board comprised Wm. J. Bacon, representing the Division; Frank F. Fisher, the Company

and Judge A. B. Pittman, third arbitrator. A decision was rendered under date of August 15, 1922, which carried with it a five cents per hour reduction in wage. The Local was assisted by Board Member J. B. Lawson.

Division No. 770, Mobile, Ala.

The wage contention affecting Division No. 770, Mobile, Ala., at the closing of the last Board Report was recorded as pending. Section 39 of the agreement between the company and the Division provided for a re-adjustment of the wage scale to be binding after April 16. In October, 1922, an agreement covering the new wage rates for the employees was reached between the Representatives of the Alabama Public Service Commission who acted as the Arbitration Board, whereby a reduction of two cents per hour was put into force. Board Member Lawson was in advisement upon this case.

Division No. 343, Kalamazoo, Mich.

As reported at the closing of the last Board Report, the case covering Brother Fred Currier of Division No. 343, Kalamazoo, Mich., was submitted to a Board of Arbitration composed of Messrs. Wattles, Price and Blaney. This case was one of dismissal from the service upon alleged failure to register fares as collected. This Brother admitted the charges preferred against him with the explanation that it was near the terminal and that the fares were registered on the return part of the trip. The decision rendered by the Board sustained the Company in his dismissal. Brother Currier conducted his own defense.

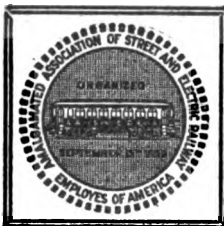
Division No. 279, Ottawa, Ont.

Prior to the expiration of the contract covering the membership of Division No. 279, Ottawa, Ont., the company notified the Division of a reduction in wage to be effective as of May 1st. This was offset by a demand for an increase in wage and a reduction of hours of labor. Application was then made by the employees and a Board of Conciliation granted. Vice-President Jennings was placed in charge of the case and advises that a majority award was made favoring a 12½ per cent reduction in wages or 7 cents per hour. At a Mass Meeting the membership voted against acceptance of this award and referred the report back to the Department of Labor and at the closing of the last Board Report, this situation was reported as not having been definitely closed. However, in September, 1922, an agreement was reached whereby the former decision of six cents reduction in the minimum and seven cents on the maximum was put into force and matters closed until May 1, 1923.

Divisions Nos. 26, Detroit, 90, Mount Clemens, and 111, Ypsilanti, Mich.

The above Divisions submitted to a Board of Arbitration, their wage and overtime rates contention for the men employed on the Detroit United Railway properties. The Board was composed of Carey Ferguson representing the employees; John Russell the company, with William Potter, Chairman of the State Utilities Commission and also Fuel Administrator, as presiding arbitrator. The case was presented by myself and Vice-President Pitts

(Continued on page 28)



The Motorman and Conductor



Official Journal of the Amalgamated Association of Street
and Electric Railway Employees of America
PUBLISHED BY THE ASSOCIATION
Monthly, at 260 E. High St., Detroit, Mich.
W. D. MAHON, President

EXECUTIVE COUNCIL

W. D. MAHON	International President
WM. B. FITZGERALD	First Vice-President
P. J. O'BRIEN	Second Vice-President
W. S. McCLENATHAN	Third Vice-President
WM. P. JENNINGS	Fourth Vice-President
FRED A. HOOVER	Fifth Vice-President
GEORGE A. DEAN	Sixth Vice-President
P. J. McGRATH	Seventh Vice-President
FRANK O'SHEA	Eighth Vice-President
THOMAS F. SHINE	Ninth Vice-President
ALBERT E. JONES	Tenth Vice-President
JAMES LARGAY	Eleventh Vice-President
M. B. WILEY	Twelfth Vice-President
J. J. MURRAY	Thirteenth Vice-President
C. U. TAYLOR	Fourteenth Vice-President
L. D. BLAND	International Treasurer

GENERAL EXECUTIVE BOARD

EDWARD McMORROW	A. H. BURT
MAGNUS SINCLAIR	WILLIAM F. WELCH
P. J. SHEA	J. B. LAWSON
JOHN H. REARDON	WM. B. FITZGERALD
R. L. REEVES	Secretary

Correspondents will please address all communications for
publication to R. L. REEVES, Editor.
Subscriptions payable to W. D. Mahon, President.

SUBSCRIPTION

Per Annum, \$75

ASSOCIATION

Single Copy, 10 cents.

Articles of Constitution

Section 1. The objects of this Association shall be to
organize Division Associations.

Sec. 2. To place our occupation upon a high plane of in-
telligence, efficiency and skill; to encourage the formation in
Division associations of Sick Benefit Funds; to establish
schools of instruction and examination for imparting a practical
knowledge of modern and improved methods and sys-
tems of transportation and trade matters generally; to
encourage the settlement of all disputes between employer
and employee by arbitration; to secure employment and
adequate pay for our work; to reduce the hours of daily
labor and by all legal and proper means to elevate our
moral, intellectual and social condition.

Unsigned communications cannot be published. Names
of correspondents will not appear with their products unless
by special permission of the correspondent. Matter for pub-
lication should be in not later than the 2nd of the month,
and should be written on one side of the paper.



Organize!

What does it mean to organize?

To organize, is to be of weight and im-
portance.

To organize, is to create a state of force
and power.

One man may be so equipped and cir-
cumstanced as to be imposing.

Naturally, it will require at least two
individuals of average force to exceed the
power of one above the average.

One cannot be imposing among men,
except that he is possessed of unusual force,
in some manner manifested or made known.

The force that induces investment in in-
dustry is profit. It is a wealth-creating
force. It is unnecessary to point out to the
average wage earner that the wealth-creating
force is made more forceful by combina-
tion. He sees the masters of industry or-
ganize to promote the individual industry.
He then sees the various industries or-
ganize to gain a great force to apply to the
various common interests within the indus-
tries. Isn't it so? Things come of organi-
zation.

One of the great aims of organized masters
of industry is to destroy competition. One
of their problems that they are able to
solve through their organization is price
fixing and trade control. Through organi-
zation they are able to adapt their produc-
tion to the market. They are able to dis-
tribute the business in proportionate meas-

ures. The only competition that they are
commonly interested in maintaining is in
the labor market. The only price fixing in
which they fear intervention is the price of
labor. Their hold on this is quite well sub-
ject to competition in the labor market.
When two or more wage-earners are bidding
for one job, the sole wage fixing is with the
organization of job sellers. The law of the
land doesn't interfere.

A principle of organized labor is to so
regulate employment that all wage earners
may be employed at reasonable wages. This
is the cause of organized labor seeking to
establish the eight hour day. Since the
basic eight hour day was established in
Detroit upon the Detroit street railway
lines, over 400 motormen and conductors
have been employed who would have other-
wise been unable to have obtained their
jobs. The shorter work day is the result of
long and persistent effort on part of the
general labor movement. Unorganized labor
is helpless in so lessening competition in the
labor market.

The G. E. B. Audit Report appearing in
this issue of the M. & C. shows that the
Amalgamated Association paid nearly \$400,-
000, within the six months' audit period to
support members locked out in Buffalo and
other points. For what? To sustain those
wage workers who were protesting wage cut
dictations. That is what it was for. Has
anyone ever known of a group of unor-
ganized wage earners to contribute such
formidable support of the right of collec-
tive wage bargaining? It was contributed
as a structure to obstruct ruthless wage re-
ductions. It is the only means of wage
reduction resistance. It represents the

power of organization in that direction. It has had its effect even in warding off wage reductions to the unorganized.

The middle of March, the International President was advised of the serious illness of President Sam Gompers of the A. F. of L., who was at the time lying in New York afflicted with Influenza. Later gratifying reports show that he is recovering.

A Bill is now before the Ohio State Legislature, designed to eliminate one-man cars from street railway service in that State. It has been reported that this bill has come out of the committee amended to exempt cities of less than 50,000 population. The promoters of the bill are basing their opposition to the one-man car upon the charge that their practical operation has shown them to be a menace to safety.

Data and authorities show that financial conditions have practically become stabilized and there is no expectancy of a return to pre-war prices in commercial and industrial affairs. Thus, we find ourselves on a basis of prices 100 per cent higher than pre-war prices, with a moderate trend upwards. In other words, according to this data, and these authorities, a dollar is worth just 50 cents of its pre-war value. This applies to the United States and Canada. Of course, with the trend upwards in prices the value of the Dollar is proportionately receding. The men and institutions from whom are purchased the necessities of life, and in fact everything else that is purchased, have become not materially concerned, and there seems to be but very little discontent among the purchasers. This applies to all types of business, except street railway business. It seems difficult for some people to admit that where 5 cents fares were regarded by the public as the acceptable pre-war street railway fare, now under the lessened value of money, that 5 cents fare should be increased to purchase the same amount of transportation that was purchased before the war. Upon some street railway properties, before the war, fares averaged as low as four cents, and possibly slightly above three cents. If it can be understood that pre-war 3, 4 and 5 cents purchased more than 6, 8 and 10 cents will purchased now, the street railway fare proposition could be more easily cared for. Fortunately, in many communities where the proposition is placed before the people fairly and the people are made to understand that the managements of the properties are fair, the question has been easily settled, as shown in Des Moines, Iowa, Grand Rapids, Mich., and other cities, where new franchises have been granted, protecting the investments in return. These adjustments, however, cannot obtain to street railway managements of the Legree type. The public will not stand for an overriding spirit and the public, when it comes to the electors of a municipality, comprises a considerable unit of wage earners, who are more particularly in-

terested in street railways than are those who ride in their limousines. They are also as spiritedly interested in protecting organizations of labor as are the overriders interested in destroying organization.

Pleasing reports are coming to the General Office to the effect that numerous Local Divisions of the Association have determined upon methods of financing delegates to the 18th International Convention to be held in Oakland in September. These reports are practical assurance that the Oakland boys will have many Eastern Delegates and friends to receive when the time comes.

U. S. Federal Judge Bland, upon petition of coal mine owners, has issued an injunction prohibiting the United Mine Workers from organizing the miners of Logan Co. W. Va. President Sam Gompers of the A. F. of L. has declared that the injunction is illegal. It will very likely not prohibit. For a time it may serve its purpose of intimidation. But organizing is a volunteer movement of the workers themselves and there is no law to prohibit from organizing. It is not within the power of federal courts to prohibit them from organizing.

In a statement addressed to the stockholders of the Buffalo Street Railway Co., by Mr. Thos. E. Mitten and Mr. H. G. Tulley, the Buffalo Management, is included a statement that the strike loss to the Buffalo Street Railway Co. for the six months to December 31, 1922, was \$4,107,514.80. According to the last quarterly report another Million Dollars can be added to this for the first three months of 1923. Five Millions of Dollars would go a great distance in paying the difference between wages that would satisfy union trainmen in excess of the wages that will ultimately be voluntarily paid to the unorganized employes in the event that the Mitten Management purpose prevails.

Appropriations made by the closing U. S. Congress for the fiscal year ending June 30, 1924 aggregate \$3,939,809,026.80. This is what Congress estimated that it will cost to run the U. S. Government for one year beginning July 1, 1923, minus certain deficiency bills. The appropriation for the previous year aggregated \$3,675,008,284.33. The appropriation represents a tax at the rate of \$39.30 per capita upon each man woman and child making up the nation's population. This means a federal tax at the rate of \$166.50 for a family of five. The war purpose feature of the appropriation aggregates \$2,650,000,000. of the amount. The figures show that the federal taxes to be paid by labor have increased. And no matter from what source the money comes, it must be paid by the producers—the farmer and the wage earner.

Our battle will be won when we give thought to the spending of our union earnings. Purchase union-labelled products.

FROM LATE REPORTS OF INTERNATIONAL OFFICERS

Int. President W. D. Mahon returned to the General Office from a trip upon which he visited Texas, where he received treatment that hastened his recovery from his recent illness. On his return, he visited St. Louis, Mo., where he consulted with the officers of Division No. 788, upon the affairs of that Local. At Chicago he held conferences with the officers of Division No. 241 upon the affairs of that Local. The subject of fares upon the surface lines of the Chicago Street Railway is yet undetermined—the fare rate existing being 7 cents. The question of readjustment is now before the State Utilities Commission. Upon his return to the General Office President Mahon addressed a meeting of Division No. 26. This meeting was specially called to receive definite reports upon recently negotiated wages and working conditions upon the municipally owned and operated lines of Detroit. Both sessions of this meeting were also addressed by International Vice-President Wm. B. Fitzgerald. Upon his trip West and Southwest, President Mahon was accompanied by Int. Treasurer L. D. Bland. He also, at Detroit, attended joint conferences of the officers of Divisions No. 26, Detroit; 90, Port Huron and 111 Ypsilanti, the members of which are employed by the Detroit United Railways. This conference was bearing upon agreement conditions, some changes being sought by these Locals. This subject was pending March 16.

First Int. Vice-President Wm. B. Fitzgerald, aside from assisting the International President in the general affairs of the Association, visited Cleveland, Ohio, where Division No. 268, has petitioned for an increase in wages. He reports that the wage provision of the Cleveland agreement will be submitted for arbitration. He later visited Buffalo, where he conferred with the officers of that Local and Int. Vice-President Frank O'Shea upon the affairs of Division No. 623. He reports that there is pending an investigation of the lockout situation by the State Industrial Commission. At the close of his last report, March 16, he was at the General Office. He also assisted Division No. 111, Ypsilanti and Division No. 90, Port Huron, upon grievance work. In company with International President W. D. Mahon he attended and addressed a meeting of Division No. 26, M. O. Branch, in Detroit.

Second Int. Vice-President P. J. O'Brien, in February, assisted Divisions Nos. 22, Worcester, and 448, Springfield, Mass. upon interpretations of agreement conditions that were submitted to the arbitrators to adjust misunderstandings between the Locals and the employing companies.

Eighth Int. Vice-President Frank O'Shea is in charge of the Buffalo lockout in the interest of Division No. 623. He reports

no special change upon that situation, the company standing vigorously against the right of employees to be members of the Association and the members are insistent upon not returning to work until their rights to organize are recognized. He also visited Division No. 568, Erie, Pa., where the Local was involved in the subject of seniority, a ruling upon which, by International Vice-President Fitzgerald, was accepted at the meeting attended by Vice-President O'Shea.

Eleventh Int. Vice-President James Largay, in February, visited Locals upon the Ohio Electric Railways, at Lima, Springfield, Newark, and Zanesville. He reports the introduction of bus service at Zanesville, the bus operation being allotted to members of Division No. 809. It appears to be a 90 days try-out of bus operation. He found the other Locals he visited in good shape. He visited Division No. 939, Wapakoneta, Ohio, where he advised with the Local upon agreement conditions. He visited Division No. 470, Franklin and Oil City, Pa. and reports the Local in good shape. He attended meetings of Division No. 197, Meadville, Pa. and reports the Local to be in a progressive condition. He advised with this Local upon the subject of agreement.

Int. Treasurer L. D. Bland, in February, associated with Int. President W. D. Mahon, on his trip to Texas, his visit to St. Louis, and the conferences held with the officers of Division No. 241, Chicago. He is also upon the Convention Transportation Committee, which is receiving his attention.

G. E. B. Member Edw. McMorro has assisted Division No. 215, Wheaton, Ill. upon grievances and is advising with this Local and Division No. 557, Plainfield, Ill., upon the matter of consolidation of the Plainfield Local with Division No. 215. This work was in progress, per his last report of March 9. He also assisted Division No. 215, upon franchise work. The employing company was seeking a new franchise in Aurora.

G. E. B. Member Magnus Sinclair, visited San Francisco, where he met with Division No. 518, a movement having been started to extend the Local to include the men of the privately owned and operated properties in and about San Francisco. He was upon this work at the close of his report of March 4.

G. E. B. Member P. J. Shea reports the compiling of the wage arbitration in the interest of Division No. 738, Hamilton, Ohio. The arbitration board awarded to renew the former wages. He reports a wage settlement upon the C. L. & A. Branch of Division No. 627, Cincinnati, Ohio. The new agreement carries wage rates of 48 cents for the first three months service men, 50 cents per hour for the next nine months service men and 52 cents per

hour to those of one year of service upon one-man cars, with 3 cents per hour added upon two-man cars. He attended and addressed a meeting of Division No. 455, Portsmouth, Ohio and advised with that Local upon its affairs. With President Luschinger and Business Agent Spradling of Division No. 627, he attended and addressed a meeting of Division No. 628, Covington, Ky. He reports that this Local is continuing its contributions to the locked out members of Buffalo. At Akron he reports an effort made to transfer all interurban men of Division No. 98, to the N. O. T. Branch of Division No. 268, Cleveland, Ohio. The men seem desirous that the interurban men shall be all in one branch Local. He attended and addressed a meeting of Division No. 749, Dayton, Ohio, and later visited East Liverpool, Ohio, where he made an investigation of the East Liverpool lockout. He also addressed the Leetonia Branch, Division No. 52, and assisted that Branch upon agreement work. In East Liverpool the company had been granted an increase in fare rates by the city council, subject to a vote of the electors. Per his report of March 11, Board Member Shea had returned to his home in Scranton.

G. E. B. Member John H. Reardon, in February, visited New Haven, Conn., where he attended a meeting of the Joint Board of the Locals employed upon the Conn. Consolidated properties. He attended and addressed a meeting of Division No. 459, Bridgeport, Conn. There was a movement on to create a rivalry among the employes that was regarded as hurtful of the organization. The joint board took action upon this matter and repudiated the movement. He visited Providence, R. I. where he advised with Division No. 618, upon grievance matters. He assisted Divisions 22 and 448, Worcester, and Springfield, Mass., in the submission of certain features of the agreement to Messrs. Vahey and Warren, for their interpretation. These conditions were in an agreement awarded by those two men, and a difference of opinion developed with the company and Locals upon the disputed features. At Framingham, Mass. he reports that the company waived the one cent per hour cut, which was by the wage provision of the agreement to take effect March 1. He assisted Division No. 717, Manchester, N. H. upon grievance work, and at the close of his last report, March 10, legislative work was pending before the Mass. State Legislature relative to regulating the operation of one-man cars, upon which he was assisting.

G. E. B. Member Wm. F. Welch, in February, was detailed to work in the interest of Division No. 813, Fairmont, W. Va., where a seniority dispute had developed. He made a ruling upon this subject, which was accepted by the Local. He also attended and addressed a meeting of Division No. 815, Parkersburg, W. Va.

G. E. B. Member J. B. Lawson, in February, was taken sick with Influenza. In an endeavor to recover from this affliction, he visited Texas and reports his health much improved.

STRIKES AND LOCKOUTS

St. John, N. B.—Division No. 663 can report no material change in the situation here. The boys are standing firm and much depends upon the political developments looking towards municipal ownership and operation.

Columbia, S. C.—Division No. 590 has failed, thus far, to make any settlement of the lockout situation involving the members of the Local. The company seems quite satisfied that in the course of time earnings may come in that will counter-balance the loss imposed upon the stockholders by the prosecution of the purpose of the management to destroy organized labor.

East Liverpool, Ohio.—Division No. 52 can report no early prospect of a settlement. The electors of East Liverpool defeated the seven cents fare proposition by a vote of two to one. The management complains in a certain publication, that presumes to represent the interest of the company, that the defeat of their proposed increase in fare came from the East End where our boys, for the most part, live. This is refuted by the fact that not a ward in the city gave a majority for the seven cents fare. The people will not settle the fare question until the management of the company shows a disposition to be fair with the citizens of East Liverpool, and fairness to citizens of East Liverpool does not include antagonism of organized labor. The public is being fairly well cared for by jitney service. Our boys are not in the least discouraged.

Buffalo, N. Y.—Division No. 623, in behalf of that part of the members which are locked out by the International Railways, which includes the Buffalo Street Railway service, the Niagara Falls, Ont. and Niagara Falls, N. Y. Street Railway service, and certain interurban roads extending from Buffalo, reports that there is no immediate encouragement for a settlement. The lockout situation is now being investigated by the New York State Industrial Commission. How far this investigation will go, or what the opinion of the investigators may be, remains to be seen. The investigation was invited by His Honor, Mayor Schwab, and the City Council, and they had difficulty in obtaining it, even under the present State Administration. Interest, however, is centered more by the citizens of Buffalo upon the possible result of present proposed legislation before the State Legislature, seeking to restore home rule to the cities of this State. If this bill becomes law, it will return the fare fixing and street railway regulation to the city authorities. The lockout has already cost the property a few millions of Dollars

and big deficits are rolling up as per each quarterly report of the company. Never before was there exemplified such a tyranny in the management of a public utility as has been shown by the management of the Buffalo Street Railway System, and which has developed to recognition by the citizens, through this contest undertaken by the company to destroy the organization of its employees. The management is discovering that the people resent such imposition, that tyranny does not mix well with American Institutions. The course of the State administration is being watched with much interest, as the result will disclose whatever advantage to the public can be expected in a change of administration, particularly the change that was wrought in the last election in this State. The management is meeting a resistance that was scarcely expected, when it instituted its union-smashing campaign

It is given out from government statistics that "of every 100 men that start life at 25 healthy, hopeful, ambitious, 48 are in poverty 40 years later; 36 have died, only four of whom left an estate worth probating; one is rich; four have means enough to live on; six are hard at work supporting themselves; five of the 100 are in State Institutions; forty-eight are dependent upon charity—the most tragic of circumstances, old and poor." It is stated that these facts produced by government data "should command serious consideration." These figures are worth serious consideration of wage earners from the trade union point of view. One cannot lay aside money for old age who fails to earn enough from which savings can accumulate. Wage earnings are increased only through organization.

ONE-MAN CARS CAUSE FOR COMPLAINT

We would like to offer a word of protest in regard to the one-man street cars on the Grandville line and the service in the morning and evening rush hours.

Many of us are compelled to leave home very early in order to reach the place of our employment by 7 a. m., but still are very often late, due to no cars for a space of 20 to 30 minutes, and when they do come we can count from eight to 13 in succession.

We would like to know why they are again on the Grandville line when they were given a trial last year for a few weeks and were removed, due to the great number of complaints of poor service. The Grandville line is a very busy one and it's work for two men and not one. Giving the car men 5 cents more an hour we consider very poor compensation for two men's work. We do not hear a word of lower fares when the company is saving nearly one-half in labor due to the use of one-man cars. When the company asked for higher fares we uttered no word of complaint. All we asked for was service, but now we are paying high fares and still are without service when other

lines are given five to ten minute service all day.

The company, we think, has imposed on the southwest residents long enough and we think we are entitled to fair service, which we are not now receiving.

PETER CNOSSSEN,
GEORGE VANDERSLUIS,
CORNELIUS H. WALSTRA.

—In Grand Rapids, (Mich.) Press.
February 27.

DUTIES OF PRESIDENTS OF LOCAL DIVISIONS

It is the duty of the President of a Local Division of the Amalgamated Association of Street and Electric Railway Employees of America to study thoroughly, the Constitution and Laws of the Association and to always rule in compliance with the same upon any subject coming before the meetings of the Local Division.

It is the President's duty to rule out of order any motion or resolution that is in violation of the Constitution and Laws of the Association.

It is his duty to at all times protect the best interests of the Association on motions, such as calling for strikes or hasty suspensions of work and he shall conform to the laws, first reading the law to the meeting and then rule any motion or resolution contrary to the laws out of order.

He shall at all times protect the funds of the Local Division and rule out of order any motion that expends to exceed Ten Dollars (\$10.00) of the funds of the Local Division, as Section 40 of the General Constitution provides. That Section states that no loan, investment or donation of any sum to exceed Ten Dollars (\$10.00) shall be given out unless it be a donation to other Locals of the Amalgamated Association on strike, without the proposition for such a donation or loan shall have been discussed at two meetings and notice posted in the different barns and stations that it will be discussed at the regular meetings of the Association. This covers any expenses of money, except assistance to other Local Divisions of the Amalgamated Association of Street and Electric Railway Employees of America. It covers individual donations, subscriptions to magazines and papers, lotteries or any other expenditure that may be brought in.

It is his duty also to watch all motions of any nature and to require that they conform strictly to the laws of the Association. If Local Presidents will conform to the rules of the Association and carry out these laws and rules as the Constitution provides, there is no question but what Division Associations will move forward successfully and meet with success.

W. D. MAHON,
International President.

The trade union movement will become invincible just as soon as we fully realize the strength we possess in our power of purchase. Demand the label.

March 13, the New York State Court of Appeals, sitting at Albany, dismissed the appeal of the International Railway Co. of Buffalo, taken from the decision of Judge Kruse of Olean, N. Y. upon an appeal to him to set aside an injunction granted by Judge Pooley of Buffalo, wherein Judge Pooley restrained Mayor Schwab of Buffalo from issuing permits for the operation of jitneys and busses in Buffalo. The injunction that had been granted on petition of the Buffalo Street Railway Co., was taken before Judge Kruse, who held it illegal on the grounds that the Mayor had authority in times of emergency to license bus operation. The company took the case to the court of appeals with the result that the court of appeals sustained Judge Kruse. This practically disposes of the case and fixes a court opinion to the effect that regardless of the jurisdiction of the New York State Utilities Commission, Mayors of Cities have the right in New York State to declare an emergency in the passenger transportation field, providing street railway companies or regularly authorized corporations are not caring for the service.

Recent deaths have taken from the ranks of labor, two champions of labor's rights. Former International Typographical Union President Marsden G. Scott, passed away at the Glocker Hospital, Colorado Springs, Colo., March 4. He was stricken by paralysis. Brother Scott was International President of the Typographical Union from November, 1914, to November, 1920, including the World War period, during which the organization made rapid extensions in membership. The recent death of Wm. S. Carter, who was for years at the head of the Brotherhood of Locomotive Firemen, has also taken from Labor's ranks a well known and active spirit, whose work guided to advancements for his organization.

The union label is a priceless gift of power and helpfulness.

LITERARY CONTEST \$600.00 in prizes

The Pioneer Writers Guild of America, will award the following prizes to writers and artists whose work has never been published:

- No. 1 For the best short story.....\$150.00
- No. 2 For the best poem.....\$150.00
- No. 3 For the best play.....\$150.00
- No. 4. For the best cartoon.....\$150.00

Only writers and artists whose work has never been published (except in school, college and fraternal journals) are eligible to enter this contest.

The rules and complete information may be obtained by addressing:

The Pioneer Writers Guild of America
(Guild Hall)

9 Charles Street, New York City

The winning story, play, poem and cartoon will be published in the May issue of The Pioneer.

Contest closes April 30, 1923.

Disbursements from the Death, Disability and Old Age Benefit Fund during the month of January, 1923, were made to beneficiaries on claims as follows:

Death Benefits	
Mrs. Anna Sergeant, beneficiary, death claim of John Sergeant, deceased, late member of Div. No. 540, Trenton, N. J.; cause, Septicemia following infection of foot from cutting corn and dye of stocking poisoning same	\$ 75.00
Mrs. Margaret McClellan, beneficiary, death claim of Robert McClellan, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Pulmonary Tuberculosis	800.00
Mrs. Leonede Callahan, beneficiary, death claim of Eugene J. Callahan, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Chronic Endocarditis and Myocarditis	800.00
Edward Kauth, beneficiary, death claim of Joseph Kauth, deceased, late member of Div. No. 702, Canton, Ohio; cause, Chronic Endocarditis	600.00
Mrs. Alice Toomey Dolan, beneficiary, death claim of James W. Dolan, deceased, late member of Div. No. 282, Rochester, N. Y.; cause, Pulmonary Tuberculosis	600.00
Mrs. Maud V. Graves, beneficiary, death claim of John F. Graves, deceased, late member of Div. No. 689, Washington, D. C.; cause, Carcinoma of Stomach, (Cancer)	600.00
Mary Clarissa Wilson, beneficiary, death claim of George R. Wilson, deceased, late member of Div. No. 101, Vancouver, B. C.; cause, Exhaustion of General Paresis	800.00
Mrs. John W. Dodds, beneficiary, death claim of John W. Dodds, deceased, late member of Div. No. 118, Pottsville, Pa.; cause, Cerebral Apoplexy	800.00
Mrs. Elizabeth McKinney, beneficiary, death claim of Newton D. McKinney, deceased, late member of Div. No. 453, Portsmouth, Ohio; cause, Uræmic Convulsion	800.00
Gladys A. Morrow, administratrix of estate of deceased with will attached, for beneficiary, death claim of John O. Ransom, deceased, late member of Div. No. 589, Boston, Mass.; cause, Chronic Arterio Sclerosis and Intestinal Obstruction	700.00
Mrs. Deborah Clifford, beneficiary, death claim of Daniel M. Clifford, deceased, late member of Div. No. 589, Boston, Mass.; cause, Pneumonia and Diabetes	800.00
Mrs. H. Corwell, beneficiary, death claim of Frank J. Coll, deceased, late member of Div. No. 518, San Francisco, Calif.; cause, Malignant Disease of Liver	500.00
Mrs. Christine Johnson, beneficiary, death claim of Claus Oscar Johnson, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Paralysis due to Apoplexy	800.00
Emma M. Prime, beneficiary, death claim of William Prime, deceased, late member of Div. No. 148, Albany, N. Y.; cause, Tuberculosis of the throat	800.00
Mrs. Sarah Fisher, beneficiary, death claim of William Fisher, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Myocarditis and Arterio Sclerosis	700.00
Mrs. Nora Alia Specht, beneficiary, death claim of George W. Specht, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, Heart Failure as a result of Acute Indigestion	800.00
Mary A. Keefe, beneficiary, death claim of Dennis Bernard Keefe, deceased, late member of Div. No. 600, Waltham, Mass.; cause, Organic Heart Disease	800.00
Mrs. Anna Graszulis, beneficiary, death claim of Charles Graszulis, deceased, late member of Div. No. 587, Seattle Wash.; cause, Carcinoma of Stomach	250.00
Mrs. Helen Hookmuth, beneficiary, death claim of John G. Hookmuth, deceased, late member of Div. No. 697, Toledo, Ohio; cause, Sleeping sickness	600.00
Mrs. Louise Doyle, beneficiary, death claim of Michael J. Doyle, deceased late member of Div. No. 241, Chicago, Ill.; cause Hypertrophic Cirrhosis of Liver	150.00
Gus J. Bienvenu, financial secretary of Div. No. 194, for beneficiaries, death claim of Robert McCay, deceased, late member of Div. No. 194, New Orleans, La.; cause, Chronic Gastritis	400.00
Mary E. Keenan, beneficiary, death claim of Michael Keenan, deceased, late member of	

Div. No. 823, Elizabeth, N. J.; cause, Carcinoma of Prostate.....	350.00	Mrs. Mathilda Langford, beneficiary, death claim of Charles Langford, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Strangulated Hernia.....	800.00
Anna Moulton, beneficiary, death claim of Thomas Moulton, deceased, late member of Div. No. 132, Troy, N. Y.; cause, Acute Gastritis and Acute Myocarditis....	800.00	Mrs. Georgia Rank, beneficiary, death claim of Sherman A. Rank, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Carcinoma of Rectum.....	800.00
Leon C. Kendall, beneficiary, death claim of Francis J. Kendall, deceased, late member of Div. No. 757, Portland, Oregon; cause, Cancer of Stomach.....	250.00	William Taber, financial secretary and treasurer of Div. No. 241, for funeral, tombstone, hospital and other expenses, death claim of Bernard Cavanaugh, deceased, late member of Div. No. 241, Chicago, Ill.; cause, General Peritonitis following Strangulated Hernia.....	391.50
Emma Hiskey Bodell, beneficiary, death claim of Joseph S. Bodell, deceased, late member of Div. No. 382, Salt Lake City, Utah; cause, Diabetes Mellitus.....	150.00	Mrs. Rodrigue Vaillancourt, beneficiary, death claim of Rodrigue Vaillancourt, deceased, late member of Div. No. 790, Montreal, Quebec; cause, Internal Hemorrhage.....	400.00
Mrs. Bridget Dillon, beneficiary, death claim of Peter Dillon, deceased, late member of Div. No. 589, Boston, Mass.; cause, Carcinoma of Stomach.....	800.00	Mrs. Thomas Ashcraft, beneficiary, death claim of Thomas Ashcraft, deceased, late member of Div. No. 704, Little Rock, Ark.; cause, Diabetic Coma.....	600.00
Mrs. Nellie Gray, beneficiary, death claim of Thompson K. Gray, deceased, late member of Div. No. 589, Boston, Mass.; cause, Pernicious Anaemia.....	150.00	Mrs. Herman Davis, beneficiary, death claim of Harry (Herman) Davis, deceased, late member of Div. No. 268, Cleveland, Ohio; cause, Myocarditis, Pericarditis and Lysalitis....	800.00
Catherine Signor, beneficiary, death claim of John Signor, deceased, late member of Div. No. 281, New Haven, Conn.; cause, Pneumonia.....	800.00	Mrs. James Smola, beneficiary, death claim of James Smola, deceased, late member of Div. No. 268, Cleveland, Ohio; cause, Diabetes Mellitus.....	800.00
Annetta Watson, beneficiary, death claim of Charles H. Watson, deceased, late member of Div. No. 807, Omaha, Neb.; cause, Diabetes and Bright's disease.....	200.00	Mrs. Cornelius Ambrose, beneficiary, death claim of Cornelius Ambrose, deceased, late member of Div. No. 268, Cleveland, Ohio; cause, Diabetes Insipidus.....	100.00
Louis C. Shire, beneficiary, death claim of Kenneth W. Shire, deceased, late member of Div. No. 563, Lansing, Mich.; cause, Tuberculosis of the Lungs.....	100.00	Mrs. Elizabeth Pereschman, beneficiary, death claim of C. A. Pereschman, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Cancer of prostate gland and Diabetes Mellitus.....	800.00
W. W. Johnston, financial secretary and treasurer of Div. No. 280, for funeral and other expenses, death claim of Frank Roark, deceased, late member of Div. No. 280, Lowell, Mass.; cause, Cardio Renal (Renal Asthma).....	363.40	Mary T. Hess, beneficiary, death claim of William Hess, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Acute Cardio-renal Decompensation.....	200.00
H. A. Peters, financial secretary and treasurer of Div. No. 819, for beneficiary, death claim of Robert Mansfield, deceased, late member of Div. No. 819, Newark, N. J.; cause, Cerebral Apoplexy.....	150.00	Lillie Kyle, beneficiary, death claim of George Kyle, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Mitral Insufficiency, Aortic Stenosis and Chronic Myocarditis....	200.00
Mrs. Nettie M. Hutchinson, executrix of will of deceased, for beneficiary, death claim of W. H. Holt, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Acute Enterocolitis.....	200.00	Sidina Harriett Davis, beneficiary, death claim of Wm. Henry Davis, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Lobar Pneumonia.....	100.00
Gina Johnsen, beneficiary, death claim of John M. Johnsen, deceased, late member of Div. No. 280, Lowell, Mass.; cause, Stokes-Adams Disease (Myocarditis and Endocarditis).....	800.00	M. J. Hennessey, financial secretary and treasurer of Div. No. 448, for beneficiary, death claim of Fred Nobles, deceased, late member of Div. No. 448, Springfield, Mass.; cause, Acute Cardialtaliore, following Bronchiectasis.....	800.00
C. C. McWaters, financial secretary and treasurer of Div. No. 892, for beneficiary, death claim of Howard G. Purkhaiser, deceased, late member of Div. No. 892, Sapulpa, Okla.; cause, Gun-shot wounds of the abdomen when pistol accidentally discharged.....	100.00	Mrs. Pearl Carter, beneficiary, death claim of Lee Carter, deceased, late member of Div. No. 380, Elyria, Ohio; cause, Cerebral Hemorrhage.....	800.00
Mrs. Amelia Schubert, beneficiary, death claim of Henry Schubert, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Organic Heart Disease.....	350.00	Edith P. Walker, beneficiary, death claim of Charles C. Walker, deceased, late member of Div. No. 589, Boston, Mass.; cause, Hyper-trophied Prostate and Acute Retention....	800.00
Mrs. Bernard Daniel, beneficiary, death claim of Bernard Daniel, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Bronchiectasis and Emphysema, also Chronic Myocarditis.....	700.00	Mrs. Blanche I. Taylor, beneficiary, death claim of Charles H. Mason, deceased, late member of Div. No. 842, Wilmington, Del.; cause, Suicide by hanging himself.....	200.00
W. M. Wilbanks, administrator of estate of deceased, for beneficiary, death claim of Marvin A. Wilbanks, deceased, late member of Div. No. 713, Memphis, Tenn.; cause, Probably Mitral Stenosis.....	150.00	Mrs. Florence S. Grandy, beneficiary, death claim of John M. Grandy, deceased, late member of Div. No. 589, Boston, Mass.; cause, Chronic Asthma.....	800.00
Mrs. Mabel McKay, beneficiary, death claim of James E. Brockway, deceased, late member of Div. No. 26, Detroit, Mich.; cause, Chronic Nephritis.....	800.00	Disability Benefits	
Mrs. Charles F. Doering, beneficiary, death claim of Charles F. Doering, deceased, late member of Div. No. 26, Detroit, Mich.; cause, Lobar Pneumonia.....	800.00	John B. Creedon, member of Div. No. 240, Chelsea, Mass.; cause, Varicose veins from constantly standing while employed as motorman and having operation for same...	800.00
John N. Pickel, administrator of estate of deceased, for beneficiary, death claim of John Mueller, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Carbolic Acid Poisoning—Suicide.....	350.00	Frank P. Haggerty, member of Div. No. 238, Lynn, Mass.; cause, Head-on collision of electric car in which he received injuries to his chest that have totally disabled him	700.00
Annie Simpson, executrix of will of deceased, for beneficiary, death claim of Walker Simpson, deceased, late member of Div. No. 107, Hamilton, Ont.; cause, Sub-acute bacterial Endocarditis.....	800.00	John W. Coghlan, member of Div. No. 241, Chicago, Ill.; cause, accident from car starting unexpectedly, throwing him to floor of car, while in act of placing register in rack, causing an injury which has made him unable to follow occupation.....	800.00
Franciska Ledin, beneficiary, death claim of Julius Ledin, deceased, late member of Div. No. 281, New Haven, Conn.; cause, Bright's Disease.....	800.00	H. H. Green, member of Div. No. 694, San Antonio, Texas; cause, Collision between street car and railroad train, which has caused his disability and now has Neurasthenia.....	800.00

Old Age Benefit

Franklin Bosworth, member of Div. No. 243, Taunton, Mass.	800.00
George A. Clineman, member of Div. No. 241, Chicago, Ill.	800.00
John May, member of Div. No. 241, Chicago, Ill.	800.00
John Sullivan, member of Div. No. 241, Chicago, Ill.	800.00
Henry J. Hopper, member of Div. No. 241, Chicago, Ill.	800.00
Nels Johnson, member of Div. No. 241, Chicago, Ill.	800.00
Andrew R. Brown, member of Div. No. 174, Fall River, Mass.	800.00
Charles Johnson, member of Div. No. 241, Chicago, Ill.	800.00
Otto Steuer, member of Div. No. 241, Chicago, Ill.	800.00
Theodore Larsen, member of Div. No. 241, Chicago, Ill.	800.00
John Stassak, member of Div. No. 241, Chicago, Ill.	800.00
William Hartman, member of Div. No. 241, Chicago, Ill.	800.00
Frank Petersen, member of Div. No. 241, Chicago, Ill.	800.00
Thomas Jennings, member of Div. No. 241, Chicago, Ill.	800.00
Total	\$46,529.90

IN MEMORIAM

By Division No. 725 Birmingham, Ala.

Whereas, Our Heavenly Father has seen fit to remove from our midst, Brother William J. McReynolds, and W. M. Johnson; and

Whereas, We bow in humble submission to Him, who knoweth best, yet we feel that it will be consoling to the bereaved families to know that faithful friends and brothers extend to them, their deepest sympathy; therefore, be it

Resolved, That as a mark of respect for our departed brothers, we drape our charter for a period of thirty days; a copy of these resolutions be sent to the bereaved widows and families, published in the MOTORMAN AND CONDUCTOR and entered upon the records of our local Division.

February 18.
J. S. MCGINNIS,
O. V. BUTLER,
Committee.

By Div. No. 107, Hamilton, Ont.

Whereas, Brother John Outway passed to the Great Beyond from the City Hospital, February 17, after a brief illness of pneumonia; he was a member of this Local for nearly eight years and served one year on the Executive Board; and

Whereas, God in His infinite wisdom, has seen fit to remove him from our midst; therefore, be it

Resolved, That we, the members of Division No. 107, A. A. of S. and E. R. E. of A., extend to the widow and family of our late brother, our profound sympathy in this dark hour of their affliction, and, be it further

Resolved, That as a tribute to the memory of our departed brother, we drape the charter of this Local for a period of thirty days, as a token of respect for him; that a copy of this resolution be sent to the bereaved family; that the resolution be published in the MOTORMAN AND CONDUCTOR and also entered upon the records of this Local.

Attest: W. F. CLARK, JAMES MCILWRAITH,
Rec. Secy. President.
February 26.

By Div. No. 497, Pittsburg, Kan.

Whereas, It has pleased the Almighty God to take from us a faithful member of the Amalgamated Association and Division No. 497, Brother Ben McCool, whose death was due to an accident.

Resolved, That we members of Division 497, A. A. of S. and E. R. E. of A. in meeting assembled, extend sincere sympathy and consolation to the family of our deceased brother, and be it further

Resolved, That our charter be draped for thirty days and a copy of these resolutions be sent to the bereaved family, to the MOTORMAN AND CONDUCTOR, to the Headlight, and entered upon the records of our division.

January 30.
WALTER GLENN,
QUY TIMMERMAN,
TOM CLARK,
W. F. LE.,
Committee.

By Div. No. 724, Augusta, Me.

Whereas, Our Heavenly Father, in His infinite wisdom and mercy, has called to his just reward, our beloved brother, Frederick Goud, and

Whereas, We, the members of Division No. 724 of the Amalgamated Association of Street and Electric Railway Employees of America, bow in humble submission to His Divine will, yet we feel the loss of a most true and loyal friend and co-worker in our ranks; that the community loses a noble citizen, and his family a just and faithful father, to all of whom, we of this Division, extend our heartfelt sympathy and consolation, in these trying hours of their bereavement; therefore, be it

Resolved, That, as a mark of respect for our departed brother, we drape our charter for a period of thirty days, that a copy of these resolutions be sent to his family, be published in the MOTORMAN AND CONDUCTOR, and entered upon the records of our Division.

March 1.
FRED W. HERRERMAN,
SAMUEL E. CHASE,
CELTON S. HASKELL,
Committee on Resolutions.

By Div. No. 380, Elyria, Ohio

Whereas, Almighty God has seen fit to take from us by death, our faithful brother, Lee Carter, and from his family, their beloved husband and father, and

Whereas, We feel that it will be a consolation to the sorrowing family to know that faithful friends and brothers have a deep sympathetic interest; therefore, be it

Resolved, That as a mark of respect, we extend to the bereaved family our sincere sympathy in their hour of sorrow; that we drape our charter for a period of thirty days; that a copy of these resolutions be sent to the sorrowing family, a copy be published in the MOTORMAN AND CONDUCTOR and that they be entered upon the minutes of Division No. 380.

Jan. 31.
R. E. GILMORE, President.
HARRY L. THOMPSON,
Recording Secretary.

By Div. No. 537, Holyoke, Mass.

Whereas, Almighty God in His infinite wisdom has seen fit to remove from our midst our esteemed and beloved brother, Daniel B. Sparks, in whose death we have lost a true and loyal member; and while we know that words cannot alleviate the grief of the beloved widow and family, yet we feel it will be a consolation for them to know that faithful friends and brothers offer their deepest sympathy in this, their dark hour of affliction; therefore, be it

Resolved, That we, the members of Local Division No. 537, Amalgamated Association of Street and Electric Railway Employees of America, extend our heartfelt sympathy and consolation to the bereaved family of our late brother; and be it further

Resolved, That copies of these resolutions be spread upon the minutes, and a copy sent to the bereaved widow and a copy be published in the MOTORMAN AND CONDUCTOR.

Attest:
March 8, 1923.
WILLIAM F. GOULD,
JEREMIAH T. SULLIVAN,
ARTHUR H. WALKER,
Committee.

By Div. No. 537, Holyoke, Mass.

Whereas, Almighty God in His infinite wisdom has seen fit to remove from our midst our esteemed and beloved brother, Thomas H. Jones, in whose death we have lost a true and loyal member; and while we know that words cannot alleviate the grief of the beloved widow and family, yet we feel it will be a consolation for them to know that faithful friends and brothers offer their deepest sympathy in this, their dark hour of affliction. Therefore, be it

Resolved, That we, the members of Local Division No. 537, Amalgamated Association of Street and Electric Railway Employees of America, extend our heartfelt sympathy and consolation to the bereaved family of our late brother; and, be it further

Resolved, That copies of these resolutions be spread upon the minutes, and a copy sent to the bereaved widow and a copy be published in the MOTORMAN AND CONDUCTOR.

Attest:
March 8, 1923.
WILLIAM F. GOULD,
JEREMIAH T. SULLIVAN,
ARTHUR H. WALKER,
Committee.

Edited by Local Division Correspondents



BRO. H. B. CUTSHALL,
Div. No. 167, Meadville, Pa.

Brother H. B. Cutshall, who is represented in the above picture is Sheriff of Crawford County, Pa. There are four of the members of the Amalgamated Association who hold the position of Sheriff in their respective County. The other three are: Brother John Small, Member of Division No. 934, Saline Co., Harrisburg, Ill.; Brother Joe Cherry, Member of Division No. 811, Blair County, Altoona, Pa.; and Brother Dick Helman, of Division No. 497, who was reported in the January issue of the M. & C. as having been elected Sheriff of Cherokee County, Kansas. The sheriff is the chief executive of a county.

ADVANCING IN STRENGTH

Kansas City, Mo.—The year 1922 has passed. Local 764 had many things to contend with during 1922, but at the end of the year we are as strong, and in a much better condition than at the beginning of the year. During the year, we learned that only by co-operation can any organization exist. This has been exemplified. Our officers have worked with each other in perfect harmony, and the members have co-operated in every way possible. This makes the tasks of any organization easier, and results in everyone being better satisfied at the end of the year, because he has done his share to help his organization.

The year of 1923 is here. The local held its election and the new officers are installed. We have every reason to believe that we will be even better off at the end of this year, than we are now. The members are attending the meetings regularly and are eager to assist at any task that is assigned them. We believe that at the end of the year, we will have a much larger organization than at this time, and we believe and hope that each member will be

working on the cars with a union card in his pocket and his button on his cap.

The past year has seen many changes, some of which were favorable, and some of them unfavorable to organized labor. One of the most favorable changes was the large number of friends of labor elected to political offices. It is gratifying to know that Organized Labor has elected twenty-four friends of labor to the United States Senate, and that eleven delegates who were supported by "Big Business" were defeated. In Kansas, the Author of the Industrial Court Law, was put in the discard by Labor. His Successor was elected because of his promise to use his efforts to abolish this law. In Kansas City, too, we have succeeded in placing our friends in office, even electing one of our members to the City Council, as well as six members of other labor organizations to official positions. We believe that Labor is learning its lesson in the school of Experience, and that they realize that unity is essential at the polls as well as at the Lodge room. Our fondest hopes are that labor will show its strength at all coming elections as well as it has during the past year.

—764.

WELL ATTENDED MEETINGS

Hartford, Conn.—Division No. 425 has installed officers for 1923 as follows: President, Edw. P. Lawton; vice-president, Thos. Murray; recording secretary, James B. Geoghegan; financial secretary, Francis Everin; treasurer, Robt. L. Burpee; business agent, Frank O'Meara; correspondent, B. A. Barnell.

Our Local is showing itself to be a real organization. We had an attendance of over 300 at our last regular meeting and had with us one of the staunchest friends of labor in our State Senate as the speaker. His address was followed by wet and dry refreshments, smokes and general entertainment. All felt well paid for the time they lost from the movies and have promised to repeat the performance and fill the hall at the next regular meeting.

Our Executive Board and State Conference Board have their hands full these days, getting together on working conditions and trying to devise ways that will make earning a living a pleasure rather than a drudge.

Division No. 425 had its share of sickness this winter. At one time 90 of our men were on the sick list. Two of our boys were unfortunate enough each to have a leg broken. Brother Smith got his in a collision with a truck and Brother Peterson while working on the snow plow. They are both nicely on the road to recovery.

All changed runs again on the 11th inst. and all seem to be pleased with their selections and the new schedule.

D. A. B.

DON'T MIX

Mansfield, Ohio.—Local No. 399 has found that oysters and regular meetings don't agree. At our meeting called for the last Saturday night in February we had an oyster stew. Oysters were served in four courses—raw, stewed, stewed and raw. Of course we had our trainmaster there. When he comes to visit us we know there will be singing. On this occasion he sang us a couple of songs that went well with the oysters—especially the raw ones. After an interesting talk from President Barry, of the Trades Council, our worthy president thought it time to call our regular meeting to order. Right there is where Brother Curtin's oysters started something. We don't know whether it was the stewed or raw. Anyway Mike thought it was getting late and wanted to go home. So he made a motion that we postpone our regular meeting and call a special one for Monday. Of course some of us agreed and the motion carried.

Our Monday meeting was short and sweet. The important feature was the refusal of an investigating committee to make a report on an applicant for membership, because said party had been known to be drinking while on duty. Our Union does not tolerate such conduct, as work and booze are like oil and water—they don't mix.

—CON. 389.

TAKE GRIEVANCES TO THE MEETINGS

Battle Creek, Mich.—We have changed halls since last writing and it is hard for some of the Brothers to accustom themselves to walking on rugs. I think in time we will get used to it.

Brother Perkins, a newly married man, says it is a hard life. He may refer to the low joints.

Brother James Ward is nursing boils on the back of his neck. He has our sympathy.

Brother Frank Brooke was some days since struck by an auto while flagging the railroad. We are pleased, however, that his wife, who has been in poor health, is improving.

Some of our boys seem to be doing lots of road work when they get in the barn or some public place. A passenger who rides our cars recently said that if the fellows did more of it while at the controller the service would be better. Let's take our grievances to the meetings.

Brothers Rogers, Davis, Richardson, Marsh, Lawson and Gorsline with our Superintendent were in Lansing last January instructing the Brothers of that city how to operate one-man cars. We would like to hear from that Local on the subject.

A rear-end collision for which the one-man car is responsible, is the cause of Brother Slater Harris serving time.

Brother P. Gallagher has resigned from the service.

Our crossing watchmen report that the public appears to think their shanty at the crossing is a comfort station, put up by the city. However, they shouldn't quarrel with the public.

Brother Gus Haines is again on his run after recovering from sickness.

Brother L. Moody sure has his share of sickness. The family has been quarantined twice this Winter, due to Scarlet Fever. They have our sympathy.

Our Inspector froze his feet and ears February 13—an unlucky day.

Brother Joe Gorsline isn't a flirt simply because he ran the car to advertise a show.

We are pleased to see Brother Al Herrick has recovered from Diphtheria.

Sickness seriously afflicted the family of Brother Trough, but they are recovering.

Brother Wm. Caskey was taken sick while at home on a visit.

Mrs. and Brother Al Peck, report enjoying their new home on Nelson St. Brother Peck intends to build another in the near future.

Brother Sam Bramble made us a call in February. Brother Dan Manker prefers snow plow work to gardening way down in Florida.

—OLD MAN NEWMAN.

HAS NO MASK

Bridgeport, Conn.—Division No. 459 can again report an upward climb. At the last bid-in of runs seven new runs were added for the good of the service. We should expect a few more at the next bid-in. Nearly all of the shops here are running 100 per cent. Booking has jumped way up on account of the increased riding and we have our hands full with the present service. Our spare men have all they can do. Our last meeting was a wonderful improvement over the previous meeting in attendance. Some are getting wise to themselves and getting down to brass tacks. That is the stuff. You can get nowhere by going to sleep.

Wise brethren are keeping steady company with the put and take machine. Brother Cooney is sure to get his penny stamp every morning. John is a good saver.

Brother Tom MacAllister has invented a safety block signal to prevent head-on collisions on single track. We wish him success. I hope someone may invent a clock with 70 minutes to the hour. It would help out the one-man car operators.

Brother Tom Flynn won't argue. He doesn't care whether you are right or wrong. That's the boy, Tom, but try the same thing on Joe Flynn.

Brother Henry Fly has a late 1911 flivver to sell. Take notice. Brother Joe Welpin has a 1909 late model and left it on Water St. for nine days, but not even a traffic cop got friendly with it. He had to move it himself.

Brother Skid Dunnigan is laid up with pneumonia. We hope for his early recovery.

Brother Leonard Crossman says he is a union man at heart as well as by button. We must all be union men at heart and also by button. Tell the world of it. Our Association has no mask, and is true to every member who belongs to it. Don't forget Wednesday of each month, and show yourselves at the hall and tell the boys what you think of them.

Col. Rogers is about due for his spring haircut. It is a sure sign of spring when you see his locks shorn.

We are pleased that Brother Tooth is back on the job and Brother John Sullivan is convalescing.

The good old stork presented Mrs. and Brother Frank Wynne with a bouncing youngster. Bore, brother, hore, you will need all your extra pennies now.

Brother Doc Wald likes the Oak St. Line. Keeps his feet warm there. Never knew before he was suffering from cold feet.

Our one-man cars are not as small as they formerly were. They are like all diseases—if you let them go they will get worse. When your pole comes off, oh boy, 50 feet to the rear and 50 feet back.

—459.

NEW WORK LAID OUT

Grand Rapids, Mich.—The last meeting of Division No. 836 was fairly well attended, but there was room for more. Many things that will concern the Local in the present year were discussed. The one-man car is getting quite plentiful in Grand Rapids. The two stub lines, Madison Ave. and Butterworth, now constitute a through line with one-man cars. Our company has obtained eight more of this type and installed them in the service.

Much new work is laid out by our company for the coming year.

Division No. 836 will have a delegate at Oakland in attendance at the 18th Convention of the Association. We are making financial preparations for it.

At a recent meeting President Claud Fisher gave us a talk on the necessity of a typewriter and later presented the typewriter. He says it is of the latest type. It is a very much needed machine.

There are good prospects in Grand Rapids for a new labor temple, which is badly needed.

We are pleased to see the symptoms of warmer weather. It will be agreeably welcomed.

We are now involved in an arbitration. Some of our boys during the real cold spell felt that the company should observe the law in respect to putting out heated cars. Much to our surprise, the company showed a resentment by accepting their position as that of resigning from employment. We feel that men should not be dismissed from the service for refusing to encourage violations of the law governing the operation of street cars.

Brother Pat O'Connor is again on the job after recovering from an operation in which his tonsils were removed.

Sincere sympathy of Division No. 836 is extended to Brother R. Norman and family in the loss of their infant child.

Brother Van Lewen has practically recovered from a serious sickness.

Our Local voted \$25 to assist the Buffalo strikers. Now, boys, Spring is dawning and our officers are having their hands full. Let's attend the meetings and show that we are behind them. It is important that we get out at these meetings. Each and every one of us is interested in the success of old Division No. 836.

—JOE.

PUT IN YOUR SPOKE

Hamilton, Ont.—Division No. 876 has a new staff of officers. This is it. President, James Heseth; vice-president, D. Wright; financial secretary-treasurer, F. Culter; warden, W. Hall.

Our meetings might be better attended in the future. Come out and put in your spoke for this trip of 1923 and let's be represented at Oakland, Calif., next September. I believe our Division is going to send a delegate who will get the trip. It will be a fine one and we hope for and expect a good report from whoever is chosen to represent us.

Our sick-committee comprised of Brothers Harry White, E. Start and Fred McDougall, have had their hands full. Brother Charley J. Smith is reported up from a sickness lasting from January 26. Most of the boys are again at work. Just at this time Brother Harvey White is booked in with the grip.

With this letter I have forwarded to the Editor a photo, which I presume at his convenience will appear in the M. & C. I picked it up in the trainmen's room sometime ago and I believe the picture will be appreciated by our boys. We may be able to make out at least two of them who are represented in uniform. The other guy will be the puzzler.

—876.

RELEASED FROM RECEIVERSHIP

Montgomery, Ala.—Our employing company has again changed hands. The Albany Power Co. has it now in charge. It is out of all receiver's hands. We trust this will be the last change for sometime, as we are tired of working in suspense. This is about the fourth time the company has changed hands in the last five years. We were well pleased with Mr. Ireland, the Receiver and regret very much to have him leave us. We wish him a successful future. We presented him with a token of our esteem at a farewell supper held at the Exchange Hotel the evening of March 1. It was an expression of our appreciation of the fair dealing we had with him.

Our new company seems to be friendly towards us and we feel sure we will be as well pleased with their management as the other.

Brother S. R. Booth, our new president, is proving capable of his office. We have a good, active Executive Board composed of Brothers W. W. Taylor, W. L. Brown, H. C. Mann and E. Stevens, who will work with Brother Booth.

Brother N. O. Arnold, financial secretary-treasurer is a good man, too. He says he isn't going to pay dues for you boys, and you had better watch out.

Some of us must have forgotten when and where we hold our meetings. It is at the same old place and same time, 18½ N. Perry St., every second and fourth Friday of each month. Come on to the meetings and help us out. We need you. Permit me to impress upon the mind of each member that the responsibility does not rest wholly with the officers, but upon each individual. For the best of results we must all do our bit and the place for us to be on meeting nights is at the meeting.

We hope to see the brothers who are off on the sick list back on their runs soon.

I hear Brother Wright is trying to swap his run for a mule. Watch your step, Jimmy. Beck might be as contrary as old 40 on the Lone Carterhill.

Brother Eunice is now living in his new bungalow, in Uplands.

Brother Patrick has given up his run and is now acting night-foreman at the car barn.

Brother Benton says he became Grandpa a few nights ago. We congratulate you, old man, but honest, Willie, you don't look that old.

Brother E. A. Shirley has our deepest sympathy in the loss of his little three year old daughter, who was called to a brighter land, February 14.

Division No. 765 extends best wishes to all Locals. —R. S.

BUSINESS GOOD

Evansville, Ind.—Local Division No. 878 is increasing its membership swiftly. We are taking in every new man in less than a month after he begins with us. Everyone is working to secure the prize offered to the one securing the most new applications.

Brother Ollie Williams is able to be about with the use of crutches, after having spent a year in the hospital. He had bot legs broken in an automobile accident.

Brother A. H. Phipp was operated upon for appendicitis February 27, at a local hospital. He is improving at this writing.

Brother Wm. Crowe is off duty, suffering from stomach trouble.

Brother M. McCoy was elected Vice-President to succeed former Vice-President O. Hicks. Brother McCoy was installed in office by President Small. Our new officers have been quite active in Local Division work.

Business is good in Evansville and street cars are being better patronized than for some time past. Extra cars are placed in service during rush hours, and with the increase in business, which has made the company profits much larger, we feel quite certain that they will gladly increase our wage scale, June 1st. With experienced men accidents are avoided and this means more money for the company, which should be shared with the men.

CON. DIV. 878.

HAVE PENALTY FOR LATENESS

Decatur, Ill.—Division No. 859 has an Executive Board composed of Brothers Quinn, Poehler, Davis and Cravens.

There is much sickness among the boys. Brother John Thorpe who was recently operated upon, is getting along very nicely. He is in St. Mary's hospital.

Brothers Wm. J. Quinn and Buck Robinson have each served five days on the extra list for being late. Avoid the penalty.

Our General Manager, Mr. M. L. Harry and family have our sincere sympathy in the loss of their thirteen year old daughter, February 18. She was of a pleasing disposition and well liked. —859.

ENTERTAINMENT SUGGESTED

Brantford, Ont.—Brother Walter Stevens is suffering from a bad memory. His trolley pole came off the wire the other day. He went to the rear to replace it and the car ran away. He had forgotten to shut off his controller. The undertaker is liable to get him if he doesn't look out.

Brother Gilham, for some reason, is not seen at the meetings lately. We wonder if it is because he is sonsy, or that he has forgotten that he owes the Local \$1.85.

We have a sick committee from whom we hope to get reports occasionally.

Brother W. Taylor is our star delegate to the Traders and Labor Council.

Brother J. Gould has been acting inspector for two or three weeks. A nice change. He uses us like white men.

It is reported that meetings of our Executive Board with the Commissioners for the last two months have been rather wild and woolly. We must remember, however, that Commissioner John Hill is our friend and anxious that we should get a square deal.

Brother Jack Walsh had a day in the shanty on Morrell St. Then came Brother Cunningham and the L. E. and N. Cars. Brother John then had a bad attack of heart failure. How come, John?

Brother J. Steves has joined the Benedicts. We wish Mrs. Steves and her husband the best of health and happiness. Thanks for the cigars.

Brother W. Jones is a past master in the art of dancing. Only late hours and early mornings do not agree with his health.

The Terrace Hill Jimmies are still on the bum for cigarettes.

We wonder who is to blame for the condition of our rolling stock. Brother Fred Cunningham recently found the shanty locked and the derails against him. He is still swearing.

Brother Frank Vinnall dislikes Car 123. They are all getting that way.

Brother Ben Jackson is yet the Inspector's right bower. He is still playing with those busses.

Wonder if those fellows will ever get that agreement fixed up? The Commission seems to have been slipping one over on us.

Our worthy president and family are sick and they have our sympathy.

Let's get together, boys, after Easter and pull off a big entertainment for ourselves and friends.—Euchre, dance, lunch, etc. One real get-together session, and I think we could get some money out of it to swell our funds.

A short poem will be due in the columns of this magazine next month. It will be entitled: "The Jimmie Guys." Look for it.

—FAIRY.

SNOW A SURPRISE.

Alexandria, La.—Surprises seldom come here, but they do come. Beware! February 11 the ground was covered with sleet four inches deep, the first in several years. Brothers R. C. Peddy and W. A. Piller ran their two cars all night long.

Brother Hunter Lemoine seems to think street cars are made to run by themselves. At least he says his used its own head and ran the wrong way. Brother Hunter, take our advice and treat your car right. She might kick back at you some day.

We are pleased that our Summer cars have received a new coat of paint.

Our last meeting was well attended and successful in every way.

Brothers, it would be a good idea to study your Constitution and By-laws. You will do away with many arguments. Also don't forget your obligation. —961.

A practical way to confound our enemies and the union "busters" is to withhold our patronage from them. Demand the union label, card and button.

BUSINESS PICKING UP

Kalamazoo, Mich.—Division No. 343 has installed as a new staff of officers for the year 1923, the following: President, Harry Hope; first vice-president, Geo. Newton; second vice-president, Geo. Bousk; recording secretaries, R. Holmes and L. Farr; financial secretary, which includes financial secretary of the sick and accident branch, J. Nippres; treasurer, A. Carlton; wardens, T. Townsend and W. Pickard; conductors, E. Fisher and C. Leonard.

The winter saw many of our brothers on the sick list but we escaped deaths and most of them have recovered from their sickness. It gave much work to the extra men and some new men were employed who are being taken into membership, and within the next three months we will again be practically 100 per cent in membership.

Our City Commission presented to the people a proposition to substitute busses for street cars. It would have thrown many of our boys out of work and, of course, had its effect in disintegrating our union. We were successful in defeating the bus proposition and our company is now operating on a day to day franchise. We hope for some terms in the near future that will lessen the tension and give the company encouragement to extend service and lines.

Business seems to be picking up here in this city and we are beginning to use every car that is in condition, to handle the crowds, particularly at the peak hours.

We held a social February 28. It was a midnight affair and much enjoyed. The purpose was to raise funds to send a delegate to Oakland, Calif. next September, as we are anxious to be represented in that Convention.

We are afflicted in this city with the so-called safety one-man car. We are always in a hurry and with the auto traffic, together with the multiple duties of conductor, added to those of motorman, it keeps us busy, but we try to remember the good old slogan—Safety First.

—ROSEY.

CO-OPERATION HOSPITAL A SUCCESS

Kansas City, Mo.—Kansas City members are being heard from in all parts of the country. Just last week we heard from one of our members at Oklahoma City. He is a candidate for mayor of that city, and has the endorsement of the labor movement of that city. This indicates the class of men that composed the local here, and the class of people who belong to organized labor. One of our present members is an Alderman in the City Council of this City, and he has a very good record there. This is Brother John T. Noland.

We also heard from Brother W. H. Coplan at Breckenridge, Texas. He reported that he is getting along well, and gave some few words of encouragement to the local.

President Donahue has obtained a new position. He is now an Engineer at the County Farm, and reports that he is getting along well. The writer believes that Brother Donahue has a good political pull, that will serve him in good stead with the local.

Our attendance at our meetings has been very good, lately. We feel proud that the members are so much interested in the affairs of the local and last month each of the members without exception, paid his dues on time. This is a very good record.

Organized labor of this city, has established a hospital for its members, which is something to be proud of. It is known as The Missouri Valley Hospital, and is a co-operative institution for the workers and by the workers, and is incorporated under the state laws of Missouri. After a year of constant struggle, having many obstacles to overcome, the time has arrived where the organization is on a paying basis, the membership is constantly increasing; every room and bed is filled and a one hundred per cent service rendered.

—LOCAL 764.

RETURN OLD PRESIDENT

Wheeling, W. Va.—At our meeting of January 17, we installed officers for the ensuing year. We installed the same president, Brother M. L. Tustin, and Brother Frank Huff, was installed as executive board member and dues collector. We wish these officers good luck in the work of the new year and we will help them 100 per cent, as that is the type of organization we have. We have sustained the taking off of an early and late run and a two swing

runs have been installed as substitutes. It also looks as though the one-man car is here to stay, at least until they shake to pieces. Four are placed on the Warwood Division. Several new men have come into the employment and will be taken into our organization.

Boys, let's see if there cannot more of us get out to our meetings each month. Help the good work along. Make the year 1923 not to be forgotten. The officers want us there in full force to keep the wheels going. Let's see if we cannot do better than we have in the past and make a good showing at the meeting. Also don't forget to help Brother Huff by getting your cards before the 15th of each month.

Brother Wm. Mitchell has left the service and he has our best wishes in his new undertaking.

Brother Stan Cawthorn is again with us after days of sickness. Brother J. E. Bane, on the sick list for some three months, is improving. He would be pleased to have the boys call on him. Brother Lefe Martin who was also one of our sick members, is again on the job. The girls missed him on the Brilliant Division.

Brother Ed. Kerr has transferred from conductor to motorman. If he keeps on time, it will be all right.

Brother E. R. Thompson and S. Cawthorn are holding down the express from Steubenville to Wheeling.

Brothers R. W. Miller and J. D. McCoy are holding down the early express run on the Wheeling Division.

Our next meeting will be March 21. Let me be able to report a good attendance at that meeting. The morning sessions of our meetings are called at 10 A. M. and the evening sessions at 7 P. M. We will look for you to be there.

—FOLLANSBEE BARN.

EVERYTHING LOOKING BETTER

Glens Falls, N. Y.—This past month has seen the members of Division 304 working night and day to keep the road of the Hudson Valley Ry. open for traffic. The members have not even had a chance to attend the meetings, but everything is looking much better now and we expect every member that can, to be at the next meeting. There is always something going on in the meetings that each brother should profit by. There is always something he can learn that will be to his interest and there is the chance for the brothers to get together and talk of what is going on in their organization, a chance to understand each other better. By going to the meetings it shows the company that the union is not dead, but as much alive as when there was a contract.

We wonder who the conductor is that is called Happy by some early morning passengers that board the car at Wilton. Who is the conductor that has been going down to the Ft. Edward switch on the hill and not getting away before one A. M.? Who are the two Frenchmen that do not work well together? What are the names of the crew that likes to run car 14, and who said they never take a car out without bringing it back?

Out side of that, we are all getting along fine. We all have lots of work and all had to fight to get coal (all but Jack Burns). Now see if we can't all come to the meetings.

—A. E. T.

REPORT GOOD ATTENDANCE

Waterbury, Conn.—Brother Matthew Kerrigan says he doesn't care how long the Volstead law lasts, as long as he has cider and fresh eggs.

Our new president, Brother Martin Kelly was much pleased at the way the members turned out to attend the last two meetings of the Local. That is the spirit brothers, keep the good attendance up.

Secretary-Treasurer Thomas Berube is looking much better now, and when he goes to bring up cars again, he will wear never-slips.

Brother Charles McClusky has changed his name from operator to motorman. No more one-man cars for him. The name of Conductor Daniel Griffin.

We hear Brother Rothstein is in all kind of business besides being conductor on the Beacon Falls line. He is trying to out do Inspector Michael Perky.

We hear Brother Bill Habbell is buying trap Rock painted black for coal. How about it, Bill? Brother Lou Dowd had better get more sleep and less examining of his eyes.

Brother Thomas should shake his straw hat or the passengers will start something some night.

THE IMPORTANCE OF ORGANIZATION

Seattle, Wash.—We have already heard about the abuse of unionism. If the non-union worker could be made to see along with the employer that abuses are not essential, they may be willing to give heed to the reasons for its existence.

Nearly every employer whom you meet will tell you promptly, "I believe in unions." So do our dear back riders. There is a goodly number of employers that believe in unions and who are seeking to enter into cordial co-operation with them.

Most non-union workers however, are apt to qualify their confession of faith by some such phrase as this: "When properly organized and managed."

I am quite sure there are many employers who are now frankly antagonistic to the unions who would take this more friendly attitude toward them if they could clearly see the real purpose of the unions, and what disasters are involved in the proposition to kill or cripple them.

Unions are for improving the conditions of employment. This purpose the non-union employer does not approve of. When the unions begin to exert power in regulating wages, hours of conditions of labor, he thinks that its getting out of its sphere and becoming a menace to the social wellbeing. Here, now, is the crux of the situation. This is the main function of the unions—to organize and express the will of the members in bargaining on terms and conditions of labor. No one can intelligently say that he approves of unions unless he approves of giving to the men who are organized in them the right of dealing through their representatives on equal terms of their employers, concerning the wages they shall receive, the hours they shall labor, and the conditions under which their work shall be done.

Suppose there were no organizations of labor. The competitive regime is founded on the assumption that prices will be fixed by the higgling of the market. You that are not members of unions would have to work harder and longer hours to produce more while the directors of your actions and the architect of your future go on eating, and enjoying themselves.

—COR. 587.

PREPARING FOR CONVENTION

Oakland, Calif.—Division No. 192 is going right ahead with preparations for the big convention of the Amalgamated Association, which will be held in our city in September. Committees have been appointed to look after the various features of the Convention and everything looks rosy.

Our Country Fair is being held in the Municipal Auditorium this month. We are having a hearty co-operation from the merchants of Oakland, as well as from the officials of our company. Our Local is 100 per cent, thanks to the good work of Brother Bill Moorehead, President and Business Agent, and our Superintendent of Transportation, who is one of the best men in the world to deal with. Our Municipal Auditorium has a seating capacity of 2,200 and we expect a full house every day of our Country Fair.

This Local is looking forward to a visit of International President W. D. Mahon. We want him to see how harmony and co-operation work when in action. There is a better feeling between our boys and the company now than has ever existed in the history of this Local. More thanks to our president.

All extra men are breaking in on the one-man cars. Many of them will be put on in the near future. They will be operated by two men in the morning and evening peak loads, and by one man in the middle of the day.

Brother T. McCarthy has promised to care for the Chicago Delegation during the coming convention. Several Camps of the W. O. W. have promised to entertain the visitors so there will be no need of anyone being a stranger while in our midst.

—S. & F. Y.

PATH COMPARATIVELY SMOOTH

Alliance, Ohio.—Officers for Division No. 360 for 1923 are as follows: President, A. F. Riddle; vice-president, W. K. Stanley; recording and financial secretary, Will J. Robinson; treasurer, Wm. J. Wallace; business agent, John Spencer; executive committee, A. F. Riddle, John Spencer, Will J. Robinson, I. A. Watson, Theodore Matthews, F. L. McNab; conductor, G. F. Hartzell; sentinel, A. W. Hearn; warden, E. J. O'Brien; delegates to C. L. U., Will J. Robinson, John Spencer, A. F. Riddle, F. E. Witherspoon, Ira A. Watson.

Brother Spencer is assuming the duties of local secretary while Brother Robinson is helping to fight our battles in the Ohio State Legislature.

Although several bus lines are operating in competition to our lines, (The Stark Electric, and C. A. & M. V.) traffic has been on the increase for some time. The freight business is also very heavy. Do not forget that, boys, when the next agreement is due.

The recently elected officials and directors of the S. E. R. R. are men from our home town, and their interests are here. The Gen. Manager, Mr. H. W. Witherspoon is a former dispatcher and understands our point of view as well as the company's. This, together with keeping our own demands within reason, has made it possible for our path to be comparatively smooth one. Sorry we cannot say the same of our road bed. The C. A. & M. V. brother have the co-operation and good will of their employers, and consequently their troubles are of a minor nature.

We have a social climber in our midst. Brother Anderson entertained quite extensively, a few nights ago.

We have been informed that Dr. Kunssi's understudy has been neglecting his duties. How about it, Happy?

We are looking forward to Spring with its usual accompaniment of wedding bells with more than usual interest. Our Stark Elec. I. U. bachelor has all the ear marks of a marked man.

—360.

A PLEASING EVENT

Brockton, Mass.—One pleasing event happened recently on our division at the Starters Headquarters at School Street. Brother James Wagner and Fred Coat Crowley had a bit of an argument. Wagner was the winner. Starter Crowley accused Brother Wagner of being late and said that James went into the lunch room for a cup of coffee. If not, why was he late? Wagner informed Crowley that he went in for a bucket of hot water to thaw out his gong pils.

They say Brother Guy is interested in the matrimonial question. About time.

Dollar day was some success but Brother Wilson refused a dollar for his cranberry bog. Would you take one dollar and a half, Fred?

Lectures on prevention of Accidents is the latest. The lecture is given by a man who never ran a car. The honor roll list was posted and it showed what perfect operators we have. The next day a certain night man on the Grafton line had two.

Warning—Don't wear your uniform, Boys, when you enter the Shepley.

Brother Toomey may be appointed to the police force soon but will have to give up being a regular vamp.

When Spring comes there will be an animal show. Bumpus with his Bull. Hickey with his Turkeys. Barrett with his duck—Wagner with his goat. Bradley with his dog and Guy with his chickens. The entry list is still open.

A certain brother tells his wife everything that happens but that is better than telling lots of things that never happen.

Recently one of our smiling operators was surprised to find that after making a stop he could not start the car again. While he was out examining the fuses etc. a passenger asked, "May I get out and pick some flowers?" Afraid you won't find any about here in the snow," replied the operator. "Oh there'll be heaps of time," replied the passenger. "I've brought a package of seed."

Brother Foye eats up town now and the other day he ordered some lamb and potatoes. The waiter shouted "One lamb, one potato." Bill got a bit excited and shouted to the waiter to make it a little less lamb and more potato.

—235.

A GOODLY ATTENDANCE

Danville, Ill.—The February meeting of Division No. 772 was represented by a goodly attendance and much interest was shown.

Vice-President Roy Combs represented Division No. 772 at a meeting of the Joint Board held at Peoria, March 5.

Several of our members are on the sick list. The meeting adopted resolutions of condolence upon the death of late Brother Wm. H. Gowan. Instructions were enacted that the resolution should be published in the MOTORMAN AND CONDUCTOR.

—COR.

UNIONS PROVIDE CONTINUOUS ASSOCIATION

Seattle, Wash.—We have heard about the abuse of unionism. If the non-union worker could be made to see along the line of the employer, he would observe that these abuses are not essential. There are very few employers of labor who will not tell you promptly "I believe in unions." So do our dear back riders. There is a goodly number of those employers who show that they believe in unions and who seek to enter into cordial co-operation with the union. The others will say they believe in unions but contest to keep the unions from employment so they can control the wage proposition. Most non-union workers are apt to qualify their confession of faith with the phrase: "If the unions are properly managed." I am quite sure there are many employers who would take a friendly attitude towards the unions if they could clearly see their real purpose and understand what disasters are involved in crippling the unions. Unions provide a continuous association of wage earners for the purpose of maintaining and improving conditions of employment. This purpose, of course, the non-union employer does not approve of. When unions begin to exact power in regulating wages and hours and conditions of labor, the non-union employer thinks that it is getting out of its sphere. This is the crux of the situation.

No one can intelligently say that he approves of unions unless he approves of giving to the men the right of collective bargaining through elected representatives who will stand on equal terms with the employer. Without organization, Labor has no power to deal with the questions of wages or hours. Labor without organization is helpless in the competitive regime and can wield no influence in the market.

Just let Labor bear in mind that the average employer is employing for profit and were it not for the unions the competition in markets by manufacturers would hinge largely upon reductions in market prices, which would return to the employees still lower wages and longer hours of service. Labor should bear in mind that the architect of their future is the united intelligence of those who work for wages and they are responsible as to whether that architectural structure is erected by non-union employers or through collective bargaining, in which the associate intelligence of the workers takes part.

—COR. 587.

ROBIN PERIOD APPROACHING

Peterboro, Ont.—Division No. 622, held a regular meeting February 11. It was the 2nd meeting of the year. A full attendance of officers was noted. President W. Legdwick was in the chair, once more after recovering from an operation. The day was stormy, and many of the brothers were suffering from a heavy attack of cold and "grip," which made the attendance rather light. However, much business was transacted.

Glad to see the old wheels spinning around on No. 16 car again, after its long rest.

The brothers were placed on their new runs February 18, which makes it difficult for all to find their places.

Sincere sympathy of Division 622, is extended to Brother McCarthy in his recent double bereavement, in the loss of twin babies, also to those who survive our late car barn foreman, Mr. James Swanson, who passed away very suddenly from our midst, February 2.

Brother O'Brien rather enjoys the new signal the Junior athletic young ladies have adopted by raising their foot to stop the car.

Brother Doughty would love to have one of those old fashioned schooners, which he used to look forward to at 11 P. M.

Brother Armstrong is still plugging away with the plough and sweeper. Some winter for his part in keeping the track clear. Recently Brother Morton enjoyed one day on the sweeper, while others enjoyed the power being off.

Some of the brothers have been looking for robins already.

—622.

IT CAN BE DONE

Halifax, N. S.—Division No. 508 is very much alive, regardless of the fact that many of our members do not appear at the meetings very often. Now, boys, let's get together and give our staff of officers the support necessary to carry this organization through the year 1923 in a creditable manner.

If possible, beat the history of the year 1922. It can be done by hearty co-operation and that is within our power.

Brother Frank Combs has given up his Birney run, to accept a position as hostler in the barn.

Brother Allen is sick and we hope a fair number of our boys will visit him.

A new operator was recently employed to replace Brother Combs. He is the first platform man who has been employed for over two years.

Many of our boys were sick this winter, but we are pleased to report none of them serious.

Our Armdale two-man cars are coming out dressed in green. They have taken their spring style from the Birney cars.

—508.

NEW POWER HOUSE NEARING COMPLETION

Springfield, Mo.—Brother W. J. Mackey will put out several flower plants this spring and will be prepared to cheer the sick.

Brother Walt Lewis, Cashier at the street car barn, recently moved into his new home, 1340 Booneville Ave.

Brother Bob Williams is stocking his chicken ranch again with fine chickens.

The Belt Line will be a good run when the city constructs a viaduct over the railroad track. This will mean no more flagging.

Brother Fred Buchanan can now be seen in his new Ford Sedan.

Brother R. McDaniel is improving his residence. Our company will soon have the Million Dollar power house completed. It will be up-to-date and modern in every respect.

There will be several candidates for delegates to attend the Oakland Convention in September. A Committee has been appointed to work out some way to raise the money so that this Local will be represented.

Some of the boys are telling the girls that Brother Joe Hart got married a few days ago. The girls won't believe it.

A number of our boys have ordered new uniforms. The trackmen are doing good work. Bob, the foreman, doesn't wear his white collar beyond the city limits.

On the sick list are: Brothers Grantham, O'Neill, Holmes and Paul Curtis.

Why not amend our Constitution to require Locals to unite with God in prayer. I trust that our International President may see fit to recommend a provision in our Constitution at the next Convention that will require every union to open its meeting with a song and prayer and close with a song. Our unions are not bad. I believe the provision would be an uplift. I believe we would have better meetings and our members would live with no bitter spirit. God created the Heaven and earth, and God said, "Let there be light," and there was light. God saw the light, that it was good, and God will see our light, if we will let it shine, we all know that

"They who tread the path of labor,
"Follow where Christ's feet have trod.
"They who work without complaining,
"Do the holy will of God.

"Where the weary toil together,
"There am I among my own,
"Where the tired workman sleepeth,
"There am I with him alone.

"This is the Gospel of Labor,
"Ring it, ye bells of Kirk,
"The Lord of Love came down from above,
"To live with the men who work."

—691.

OFFICERS INSTALLED

Cumberland, Md.—Division No. 358 has installed officers for the year 1923 as follows: President, J. H. Smith; recording secretary, Albert Bittner; financial secretary, Wm. Bell; correspondent to M. & C. W. A. Miller; executive board, J. Nicely, G. Brode, F. McGee and Joe Myers.

Our meetings are held the first Thursday of each month at 10 A. M. at the P. of S. of A. Hall on Baltimore St.

Sincere sympathy is extended to Brother Whitlock in the loss of his beloved wife, who passed from this life January 27, 1923.

Brother Brode wants an alarm clock so he will not sleep-in too late to catch his run.



BOSTON DELEGATES TO ATLANTA CONVENTION

The group picture of the Boston delegates who attended the Atlanta Convention of our Association, brings us back to the morning of September 12, 1921, when three hundred delegates, their officers and guests, formed in line and marched proudly through the streets of Atlanta to the opening of their convention.

Some of them will never answer the call of another convention, having obeyed the call of Him to join a Greater Gathering, where all is peace and rest.

Those to whom this group picture brings back recollection of the Atlanta Convention, can hardly realize that another convention is upon us; that two years, almost, have rolled by. But, "Time and tide wait for no man."

The spectacle of these men and women marching past the throngs on the sidewalks and under the faces peering out the open windows of the buildings in Atlanta was most gratifying to the trade union movement of that city.

There is no doubt but that the parade and convention spread its influence amongst the people of Georgia and demonstrated to the union-smashing element that trade unionism had not been crushed.

Through this same influence the Local Division received applications for membership from men who had before refused to join the union.

A convention of this size strengthens the position of the local unions in the city where it is held and brings encouragement and hope to the officers and members that preserves their organizations and they continue their struggle for better wages and conditions of labor.

The influence of our convention in Atlanta can be repeated. We owe it to our brother street car men in Oakland, California and to the trade-union movement of that city to be there in our full strength and numbers.

Much can be done by the Local Divisions to provide for a convention fund. The larger divisions, in addition to their usual ways and means, might hold a contest and for the capital prize, give a free trip to the convention. Other divisions, not so large, could give a gold watch or one week's vacation, with pay to some lucky member. The smaller divisions could arrange contests along the suggestions offered above with smaller prizes.

Brothers, call the "Board of Strategy," together in your Local Division and you will be surprised at the unique and original ideas you will get from the members themselves, for contests and prizes.

When International President W. D. Mahon lets the gavel fall in Oakland, California, calling the eighteenth convention to order, let us present a full quota.

We owe it to him and to the Association through which he forced wages upwards from the starvation rate of twelve cents per hour; reduced the hours of labor from sixteen (yes and eighteen) hours a day to the straight eight hour run; raised the street car men from a condition of slavery and serfdom, to independence and industrial freedom; placed our occupation on a level with the occupations of other men, thereby commanding the respect that is due, one to the other.

For all these benefits and many others we should

make an effort to have our delegates there, the full quota, if possible, to legislate for us and to take part in the many questions that affect our occupation.

Fraternally,

A. J. CRAIG, Div. No. 589,
Boston, Mass.

GOOD ATTENDANCE AT MEETINGS

Hannibal, Mo.—As this is a dark and stormy night your correspondent believes it a good time to write.

We, of this town made famous by Mark Twain, are carrying on in the good old fashioned way—getting new members as they come and with a fairly good attendance at meetings. Dues are being paid promptly, and in fact there is no kick coming at this writing. Yet some noted man once said that the person who is satisfied is in a dangerous position. Perhaps I should say that the brothers should all make a supreme effort to attend the monthly meetings, pass up the picture show for one night, or pool game, and come to the meetings.

At our February meeting, we initiated Brother Peter Munson, into the mysteries of the Association. At our next meeting, we did likewise to Brother Trust. Both are welcome brothers in our loyal band.

The sick we have with us always. The list now includes Brother Geo. White, Al. Pennywell, Frank Bates, Reuben Hedger, James Connell, James Dunbar, Al. McClenning and J. P. McPherson. We hope for their early recovery.

Our delegates to the Hannibal Trades and Labor Assembly, which meets once each two weeks are: Brothers Geo. White, James Connell, T. B. Trust, Frank Bates and C. H. Bunch.

Brother Peter Munson who came into our fold in February has already resigned. We wish him well in his new position. —872.

DEATH TAKES OLD MEMBER

Pottsville, Pa.—The March meeting of Division No. 118 was well attended. The newly elected officers were installed. Brother Thos. Berger was in the Chair. Brother Walter Peghy is vice-president and Brother Abe Hughes, financial secretary. Brother Miles Lebengood will serve as our recorder. Business was transacted and a smoker followed, which was enjoyed very much.

Brother John Dodds, the oldest conductor on the road and an old member of our Organization, has departed this life. He will be missed by all who knew him.

Now, boys, let it not be said that our meetings could be better attended. Let's come.

We have a few brothers on the sick list. Brother Chas. Olmer has been sick for three months. Brother Yingst, one of our beloved members, has passed to the Great Beyond. Brother Allen has been sick for two weeks and Brother James Dulin has recovered and is again with us.

Our new financial secretary, Brother Abe Hughes is doing very nicely. He should have his mail sent to his home instead of the Dispatcher's office.

Has anybody seen Love?

Report has it that Brother Dolan is contemplating matrimony.

The man who wins is an average man—
Not build on any particular plan—
Not blest with any particular luck;
Just steady, and earnest, and full of pluck.

When asked a question, he doesn't guess.
He knows and answers "No" or "yes."
When set a task that the rest can't do,
He buckles down until he's put it through.

Three things He's learned—that the man who tries
Finds favor in his employer's eyes;
That it pays to know more than one thing well,
And it doesn't pay all he knows, to tell.

So he works, and works until one fine day
There's a better job with higher pay;
And the man who shirked whenever he could,
Is bossed by the man whose work made good.

For the man who wins is the man who works,
Who neither trouble nor labor shirks,
Who uses his hands, his head, his eyes,
The man who wins is the man who tries.

Local 118 is getting ready for the baseball season. We expect to have a strong team in the Fall.
—Hooten.

OPEN NEW LINE

San Francisco, Calif.—Division No. 518, on January 11, installed the following officers for the year 1923: President, D. J. Curry; vice-president, C. E. Johnson; recording secretary, H. Rowe; financial secretary-treasurer, Daniel Hanley; sergeant-at-arms, L. A. Davis; correspondent, Wm. J. Mulvaney; executive board, Daniel Hanley, James Flynn, Chas. Maring, M. Moore, Henry Rowe, Wm. J. Mulvaney, D. J. Curry; Labor Council, Wm. Corcoran, D. J. Curry, Frank Davidson, Ed. Vandeleur, John Mooney, James Flynn, B. Doyle, J. J. O'Neill; auditing committee, C. Ring, B. Doyle, J. J. O'Neill.

Brother Curry was re-elected president in an exciting contest, in which the vote stood in order for the candidates: Curry, Halling, Vandeleur and Mooney. Brother Mooney, however, polled the highest vote of those elected to represent us in the Labor Council.

Division No. 518 has big doings ahead. First, we have asked for an increase of 13 cents per hour in wages, which will give us \$6 per day for eight hours. We are still paying war prices here in food, rent and clothing. We need more money. We are also preparing to do our bit in entertaining delegates to the Big Convention to be held in Oakland. Our big annual ball, we hope will fall on that date, which will be the first week of September.

A number of new platform men have been appointed lately, which means new members for Division No. 518.

The last extension of our lines was opened to the public through to the Beach Sunday, January 14. Mayor Ralph of this city and Mayor Richard Tobin of Parkside, operated the first car, playing the part of motorman and conductor. President D. J. Curry and Financial Secretary Daniel Hanley were on the job and presented the two Mayors with union cards and buttons, which they proudly wore on their caps. The new line gives the M. O. R. R. two through lines from the Ferry to the Ocean Beach without change—eight miles for a nickel.

The flu again appeared here, and some of our boys were out sick.

The stork recently arrived at the homes of Mrs. and Brother Chas. Mirfield, and Mrs. and Brother Peter Hart. They were both boys. We regret that the babe that arrived in the home of Mrs. and Brother Mirfield lived but four hours. They have our sincere sympathy.

Happy Bill Leflingwell became a Benedict on Valentine's Day. The two have our best wishes.

Brother Barney Sylvor, our Dr. Cous, says every day in every way, the town is getting drier and drier. Cookie Selma agrees with him.

Brothers Pat Rhoen and Louie Walsh, our crack Forwards on the Gaelic Team can be seen every day in Golden Gate Park Stadium, keeping in condition for the events of the season. Brother Rhoen, when in condition, is one of the best Forwards on the Coast.

—518.

DETROIT DIGEST

Correcting an error that appeared in the February issue of the MOTORMAN AND CONDUCTOR pertaining to the death of late Brother Edw. J. Barkham, we had his name misspelled. Brother Edw. J. Barkham, of the Flint Interurban passed away at Harper Hospital January 21, following three operations for stomach and intestinal trouble. Brother Barkham was well known to both the city and interurban men. For eight years he was a motorman on the Sherman East Line and was transferred to the Flint Division Interurban in 1914, having been a member some 17 years. He leaves a widow and three children in Rochester, Mich., to whom the sympathy of the Local is extended. Board Member Carl Kay wishes also to mention in behalf of Mrs. Barkham that she wishes to thank the Amalgamated Association for the prompt payment of the funeral benefit received by the family. Brother Barkham was known as one of the devoted members of the Association.

Division No. 26 has been busy placing the conditions of employment worked out through conferences with the municipal ownership management before the members, as it was ultimately arranged. The officers were not able to report obtaining all desired, as expressed by the original proposed agreement that was placed in their hands by the meeting of the Local. However, the commutation resulting from the conference, has established the policy of dealing, which affords the placing of changes before the street railway commission, and if not adjusted satisfactorily, there the subject matters can be submitted for arbitra-

ration, which is an assurance against any interruption of service.

The meetings at the various barns were attended also by First Vice-President Wm. B. Fitzgerald, who placed the general situation applying to street railway service in Detroit, well before the members, who attended those meetings.

The final meeting bearing upon the subject of the schedule of wages and working conditions was held March 9. The morning session was held at 10 o'clock and an evening session was held at 8 o'clock P. M. Both of these sessions were well attended. Int. President W. D. Mahon attended and addressed both of these sessions. He appealed to the members generally to co-operate to make the municipal ownership and operation of street railways a success. He cited the importance of their standing as a watch in the interest of the public to that end. Brother Herb Meeker presided. He, too, made a very forceful speech to his associate workers, in which he seconded the remarks of International President Mahon. Vice-President Fitzgerald explained the agreement conditions in detail and copies of the working provisions and wages were distributed to the members that each and every member might have a copy and be able to understand the situation.

There was some manifestation of a purpose to seek better wages, but due to the time of the meetings being taken up largely by the speeches, the subject was lightly dealt upon, with a purpose of bringing it before a later meeting. The general impression is that \$4.50 a day in Detroit for six days per week is not up to the exactions in the cost of living. There was some expression also to the effect that the wage cut that was sustained two years ago was a real imposition, in which the managements of the properties took advantage of souphouse times and gave little consideration to the actual needs existing.

Among others who were present and addressed the meeting, was Judge Alfred J. Murphy of the State Circuit Court. Judge Murphy is an old time friend of the Detroit street railway men and made a fine talk on trade unionism that was highly appreciated. Assistant Prosecuting Attorney John V. Brennan also addressed the employees and surprised them in his professions of friendship to and advocacy of the trade union movement. Mr. Brennan showed himself to be a man heartily in sympathy with the organization of industry, even in the employment of civic bodies, such as cities, states, and even the United States. He gave a very vigorous discussion of the subject of courts and explained that the injunction abuse is resultant from the election and appointment of narrow-minded judges. He cited that where broad-minded men were judges, laws were humanely applied. He showed that narrowness in judicial decisions is largely due to the latent disposition of the electors, as not more than from 20 to 60 per cent of the voters ever interest themselves in elections and a lesser per cent give any consideration to the qualifications of men chosen for such positions.

The next general meeting of Division 26 has been called to be held at Moose Temple, March 24, at 10:30 A. M. and 8 o'clock P. M.

—SCRIBER.

HAVING GOOD MEETINGS

Ottumwa, Iowa.—Division No. 199 has installed new officers for 1923. Brother I. C. Bonwell was elected constable last fall and assumed his new duties the first of the year. This necessitated the election of a new president. The officers installed were as follows: President, Geo. F. Spain; vice-president, C. D. Smallwood; recording secretary, C. M. Tawin; financial secretary, H. Denebrink; sentinel, A. Carlson; assistant sentinel, E. J. Thompson; conductor, C. O. Johnson; assistant conductor, E. Z. Smith; warden, H. T. Carrick; assistant warden, F. H. Findley; correspondent, W. H. Morehouse.

We are having good meetings but not so large in attendance as they should be. If the boys want things done, they should be at the meetings. Don't be a beefer and kick because things don't go to suit you, if you stay away from the meetings.

Brother H. Denebrink attended to legislative business at Des Moines, Iowa, recently.

Two of our lines will be out of commission during most of the summer, due to paving and laying of new track.

Brother J. A. Eckem has returned from the hospital where he was several weeks recovering from an operation. The grippe and flu are also afflicting some of our members.

Boys, take your journals home and read them. You will find much of interest in them to you.

EVIDENCE OF BENEFIT

Shreveport, La.—Well, the old year 1922 has passed with fairly good successes recorded in Division No. 558. The New Year starts out with bright opportunities. Let our members unite to build this Division to a higher plane. The days of carmen of long ago, compared with the wages and conditions today, is evidence of the great benefit of organization.

January was a month of real Spring weather here in Shreveport.

We read that it was not wholly such, North of us. Gardens were being made ready to help reduce the grocery bill, but February 4, Shreveport was visited, for the first time in several years, with 3.1 inches of snow. This reminded us that winter was continuing.

Brothers J. B. Lawson, G. E. B. Member, and James Permenter were on the sick list, but have recovered.

A beautiful, blue eyed baby girl has arrived at the home of Brother and Mrs. W. E. Rowell. Congratulations.

Brothers John E. Posey, Edgar Johnson and Wm. C. Turnbow, with their families, have all moved into new homes since the holidays.

We re-elected Brothers H. W. Robertson, President and J. D. Elliott Financial and Recording Secretary. They are pretty good men to have in the harness.

Mrs. J. C. Parsley, Mrs. A. E. Parkham and Mrs. C. L. Brooks entertained with a Valentine Party the evening of February 9. Guests were welcomed by Miss Gladys Parsley, dressed as a Valentine Cupid. The feature of the evening was a Valentine contest.

Our company has in operation, some one-man cars. Brother N. G. Thornton, in company with conductor W. G. Stone, were recently very suddenly unloaded with slight bruises, and great excitement when Brother Thornton's Johnny refused to go.

—558.

FILL THE HALL

Newark, N. J.—In this month's issue we are appealing to our members to attend the meetings a little more regularly. In a few weeks we must present a copy of our proposed new agreement to the Company and it is necessary to have the opinions of a majority. So, in behalf of President Wepner we ask you to fill the hall on meeting nights from now on. Do away with the Stove Committees around the Car Houses and come to the meetings and tell us what you want in the new agreement.

It is reported that Brother Baumgarten is thinking of going into the restaurant business. They say he is good at shining them up.

February 27, the Brother Parker Club of Roseville attended a Theatre Party at the Grand on Market St., after which they had a Banquet at the Busy Bee Restaurant. After the feast an entertainment was enjoyed. Miss E. Cantore of the fair conductorettes at Roseville, gave an exhibition of fancy dancing, assisted by Brother James McGarry. Miss Bollman rendered a few solos. The Roseville Trio, composed of Brothers O'Connor, Flynn and Rogensof, sang. Brother Parker gave a short talk. He is thinking of making this a regular annual event.

It is reported from South Orange that Brother James O'Neill is working overtime to save all he can to buy Spark Plug.

Brother Barney Larken has some spare time on his hands. If any brother needs a man to look after his furnace or to do odd jobs, Brother Larken would like the job. He works only 18 hours a day now.

Brother Kirchmayr is on the sick list again.

—Doc.

FAIRLY BEHIND THE OFFICERS

Fort Smith, Ark.—Division No. 674 held her annual election of officers January 10. The officers were later installed as follows: President, J. M. Woodward; vice-president, Len. Loyd; recording secretary, J. H. Rhodes; financial secretary, D. C. Davis; executive board, J. H. Robertson, John Carroll, John Daily and Len Loyd; conductors, J. H. Fenner and O. S. Davis; warden, J. P. Pratt and John Finley; sentinel, C. G. Crowe and S. C. Dyer; corresponding secretary, J. L. Jones.

At the election there were some spirited competitions but everybody seemed to be satisfied with the result.

Brother Thora has recovered from a severe attack of pneumonia. Brothers Howard and James Motherhead have recovered from sickness.

Our present agreement expired February 28 and this writing negotiations are proceeding for a renewal of the agreement with an increase in wages.

Our boys are getting fairly behind the officers for the year 1923, and purpose to make this a banner year. We will be represented in the 18th Convention at Oakland, Calif.

—674.

SUB-STATION COMPLETED

Gary, Ind.—The East Gary sub-station is now completed. The Company is able to roll the cars around on time again.

The new car line to the Gary Beach will be started as soon as the weather will permit. It will mean much to the extra men.

Brother R. E. Clayton of our Local has invented a stop light for one-man cars that gives evidence of being a success. He developed the idea through the safety first plan. Patent is pending.

Brothers L. R. Beeman and J. Koutsky have an early run. That new Buick sings of a night.

It is expected that as soon as the one day off in eight plan takes effect here, each man will have equal rights to his Sundays.

Brother Doner expects to be in his new home soon. He is anxious to get to the edge of the city where the air is pure and the children can get their feet on the ground once more.

Brother John Stump is again on the job, and we hope he will keep his health.

Brother Geo. Biggs often visits his family in Valparaiso and it is reported that they are always glad to see him.

Brother McCoy is slowly recovering from a recent operation and we trust he will soon be again at the wheel.

—J. M.

EXERCISE NERVE

St. John, N. B.—Well, here we are again, going strong and determined to fight to the end for freedom, although our lockout is drawing close to two years duration. We are confident that right will conquer might, and the day will dawn when we will all be reinstated.

Our Local was represented at the Federation of Labor Meeting held at Fredericton, N. B. March 13, by two delegates, President Ira D. Ferris and Recording Secretary Percy Moore.

Brother Jos. Smith is suffering, more or less, from rheumatism and Brother Myett, who was in the hospital for sometime, is now at his home improving.

Brothers H. Irving and J. Summerville were also on the sick list.

The stork recently left a little girl at Mrs. and Brother Percy Moore's home. Congratulations.

The strikebreakers who took our places during the first part of the lockout and were since laid off are finding it difficult to obtain employment. Most Locals in St. John will not admit them into membership. Certain of them had the nerve to approach our President for a letter to the President of Local No. 273 of the I. L. N. Let them consult their own conscience.

—Cor.

FORM BOWLING LEAGUE

Montreal, Que.—The boys of Division No. 790, employed in the power and line departments, with the aid of the office staff have formed a bowling league of eight teams. They have been able to secure the use of some of the best bowling alleys in Montreal, where they meet every Wednesday night. A number of our boys have turned out to be very good bowlers and the others are coming along fine. The Cote Street team is leading at present and it looks as though they were going to take the first half of the schedule. The other teams, however, are going to give them a good run in the second half of the schedule.

It makes a pretty social evening for all the fellows who come. We hope to see a lot more come up. Even if they do not bowl, they can boost for their own team.

William St. team had a run of bad luck for awhile, but it looks like better times for the future. It is a good thing that the scores are not published in the evening papers, or some of the boys would not dare take "The Star" home.

—Cor.



HON. THOS. J. CONWAY,
Governor's Council, Third District of New Hampshire

Brother Thos. J. Conway, who is represented in the above picture, is a prominent member of Division No. 717, Manchester, N. H. At the recent State Election in New Hampshire, Brother Conway was elected to the Governor's Council from the Third District, which embraces Manchester. Preceding his election to the Governor's Council,

Brother Conway served as State Senator, where his record was such that it inspired the electors to advance him to his present position. He is recognized as a progressive and serves well the interests of the public, which includes the purpose of the American Labor Movement.

SEEK SENIORITY RATING IN REVERE, MASS. PASSENGER SERVICE

The officers of Division No. 240, A. A. of S. & E. R. E. of A., Chelsea, Mass., have petitioned His Honor the Mayor and Board of Councillors, of Revere, Mass. to provide that the members of the Local in accordance with seniority rating, shall be allowed to operate all passenger busses and other passenger vehicles rendering service in that city. The letter reads:

"As Brother Members of the Amalgamated Association of Street and Electric Railway Employes of America, through your kindness and courtesy, we of Division No.

240, of the said Association, citizens in the said City of Revere, desire of your Honor, the Mayor, and the Board of Councillors, located in the said city, that the employes of the Eastern Mass. Street Railway in their seniority rating be allowed to operate all passenger busses and vehicles, other than electric cars upon your public highways to have as second part on permit providing you act favorably upon same."

The petition is signed by Edw. M. Lawton, president; Melvin C. Bean, vice-president; Wm. E. Butland, financial secretary; Edw. Baum, recording secretary; Jos H Patenaude, executive board member.

PROCEEDINGS OF FOURTH REGULAR GENERAL EXECUTIVE BOARD MEETING

Continued from Page 9

gerald and after several conferences a decision was rendered whereby the former agreement was renewed with all working conditions and wages, the only exception being a five cents differential per hour for one-man car operators. While this decision was not entirely satisfactory to all, under the circumstances prevailing it was the best that could be obtained and matters have now been closed until May of 1923.

Division No. 737, Syracuse, N. Y.

As previously reported, the Syracuse and Northern Railway and employes failed to agree upon a satisfactory wage for the ensuing year, and the dispute was submitted for arbitration. The Local chose as its arbitrator, Mr. Harvey Woodward, who signed an award drawn by Mr. Cherry of the Company, that was accepted by a majority of the members, that called for a 2 cents per hour reduction in wages until May, 1923. G. E. B. Member John H. Reardon was in advisement upon this situation.

Division No. 610, Charleston, S. C.

Wages and working conditions affecting the members of Division No. 610 and the Charleston Consolidated Railway and Light Co., were submitted to a Board of Arbitrators comprising Messrs. A. W. Todd, B. A. Hagood and H. D. Hartman. An award was rendered, granting a wage reduction of 4½ cents per hour, which was far from satisfactory. The agreement, however, is to continue until December 31, 1923. The Local was assisted by G. E. B. Member James B. Lawson.

Division No. 849, Holland, Mich.

Division No. 849, through the Joint Advisory Board, comprising representatives of the Holland Local and five M. U. Ry. Locals, submitted for arbitration with the Michigan Railroad Co. two cases of dismissal and one case of back pay for time served upon a charge regarded by the Local as unwarranted. The arbitration board was composed of Judge Harry Jewell as presiding arbitrator, Attorney Leon Harrington, chosen by the Company, and President Ed. Kosten of the Grand Rapids Trades and Labor Council, chosen by the Joint Advisory Board. The cases involved three motormen, one being dismissed for exceeding the speed limit over a street in Grand Rapids, the other dismissed upon the charge of applying offensive names to his conductor, and alleged misrepresentation of the incident to the Superintendent, and the third case was for nine days lost time while enduring its suspension upon the charge of refusing to work a seventh consecutive day, which the Local held would have been in violation of the State Law. The awards in these cases returned to employment with pay for lost time the motorman dismissed upon the charge of using improper language to his conductor, and recommended the reinstatement of the motorman dismissed for exceeding the speed limit. In the third case the award awarded pay to the motorman who sustained the nine days suspension, granting to him \$42.12. These cases were submitted in arbitration by Board Member Reeves.

Division No. 752, Bloomington, Ill.

The contract covering Division No. 752, Bloomington, Ill., expired May 1, 1922. Negotiations failed in obtaining a settlement and the entire case was submitted to an arbitration board. Arbitrators in this case have been selected to represent the company and Local and at the closing of this Report, the case is pending. Board Member McMorro assisted the Local in negotiations and is in touch with the case.

Division No. 576, Schenectady, N. Y.

Division No. 576 has submitted for arbitration the question of a dispute affecting a brother member who was discharged by the company. At the close of the last Board Report this situation was recorded as pending the selection of a third arbitrator. No definite action has yet been taken in this case, and the same is still pending.

Division No. 600, Waltham, Mass.

A very important arbitration case exists at this time, affecting Member Wm. Rowe, of Division No. 600. He was dismissed from the service because of a collision of the car he was operating as motorman with another car. The company had asked him to do this work short handed, as a favor. He was never broken in as a one-man car operator on the particular line. At this time the Local has the assistance of General Executive Board Member Reardon in this case, and it is pending at the close of this

Death, Disability and Old Age Benefit Claims

Under this heading the International President presented to the Board for its consideration and action, claims for Old Age Benefit in the interest of Thos. Dunn, Division No. 148, Albany, N. Y.; Thos. Murphy, Division No. 113, Toronto, Ont.; Disability Benefits in the interest of Members Cornelius Toomey, Division No. 132, Troy, N. Y.; Geo. Snook, Division No. 132, Troy, N. Y.; Christian Smith, Division No. 627, Cincinnati, Ohio; John A. Bergstrand, Division No. 518, San Francisco, Calif.; John J. Murray, Division No. 238, Lynn, Mass.; Thos. McGuire, Division No. 620, Framingham, Mass.

Appeals and Decisions Thereon

Under this heading the International President reported appeals and decisions thereon and appeals that were submitted for decisions of the General Executive Board, which are carried in the report on the proceedings and enactments of the Board.

Wage Increases and Decreases

"During this term 39 Local Divisions received reductions in wages, 94 Locals renewed their wage agreements without change in wages, and 11 Locals received increases in wage adjustments. There were a total of 144 wage settlements during the term.

"Death, Disability and Old Age Benefits.

"During the six months audit period dating from August 1, 1922 to January 31, 1923, there were paid in Death, Disability and Old Age Benefits a total of \$271,097.90.

"There were paid 403 Death Benefits aggregating \$218,222.90.

"There were paid 15 Disability Benefits aggregating \$9,675.00.

"There were paid 54 Old Age Benefits aggregating \$43,200.

"There were paid 472 Death, Disability and Old Age Benefit Claims during the six months period ending with January 31, 1923. In accordance with my usual custom I gathered information from the Local Divisions of the Association upon the amount of money expended by them for Sick, Funeral and Disability Benefits, during the year 1922. I forwarded blanks upon which this information could be entered and returned to this office, and I have received reports from 295 Divisions. These reports show that 128 Locals have established regular sick benefits. In addition there were 29 Locals which donated to their sick members during the year. Other Locals that reported did not pay sick benefits or make donations to their members during illness, within the year 1922. Many of the Locals failed to make a return upon this subject to the General Office and may be presumed not to have established sick or disability benefits.

"These benefits, as reported to the General Office, where they have been established in the by-laws of the Locals, report the payment of benefits ranging from \$3 per week to \$14 per week, under various qualifications and restrictions limiting the period of sick benefits to a definite number of weeks of payments within one year, and in instances the amounts paid in sick and disability benefits are reduced after a period of weeks, finally terminating after a stipulated time.

"The reports show that 157 Division Associations that paid benefits and donated to sick members disbursed in this way the amount of \$134,927.57. These reports also showed that 64 Division Associations paid funeral benefits upon the deaths of their members. The by-laws regulating funeral benefits vary in character and from assessments to establish the benefit to regular dues, from which definite benefits are paid. The death benefit assessments range from 25 cents to \$2.00 and are levied following the death of a member, to create the death benefit which is paid upon the death of the member. These death benefits range from \$25.00 in a few cases, to \$50.00, and as high as \$2,000. Some Locals grade the benefits in proportion to the term of membership prior to death.

"Twenty Divisions pay benefits to members on the deaths of their wives, and 14 Locals pay benefits to their members upon the death of a child.

"The amount paid out by the Local Divisions that reported aggregated \$151,563.50.

"The reports show that the Local Divisions paid sick benefits during the year 1922 to the amount of \$369.66 each day and for death benefits an average of \$415.24 each per day.

"In addition to the benefits paid by the Local Divisions, the International Association, as shown by my report, paid out during the year 1922 a total of \$354,702.96 in Death, Disability and Old Age Benefits. This would average \$1,319.73 per day.

"The International Association also paid in strike

and lockout benefit appropriations from the Defense Fund, during the year 1922, a total of \$362,660.28.

"The total paid by the Association in all benefits during the year 1922, aggregated \$1,204,054.31. This is an average of \$3,298.70 per day, or \$137.44 per hour, or at the rate of \$2.29 per minute.

"Local Divisions Reports show donated from their Local funds to other Organizations and labor causes, during the year 1922, \$195,853.90.

"Had all Locals reported the aggregate would have been greater than shown by the above figures.

"This Report shows the amounts expended by the International Association and Local Divisions during the year 1922, and I feel it cannot be exceeded by any other organization of labor. It shows what this Association is doing in the way of benefits for its members."

The report of the International President embraced a table statement of the benefits paid from the Death, Disability and Old Age Benefit Fund during the six months period ending January 31, 1923, which will be published in a later issue. It also contained the specific detailed Sick, Death and Disability Payment provisions of the Locals that pay those benefits in accordance with their by-laws.

Other features of the President's Report were submissions of matters for action of the General Executive Board and will appear in the decisions and enactments of the Board.

ENACTMENTS AND DECISIONS

Benefit Claims

Application for Old Age Benefit in the interest of Member Thos. Dunn of Division No. 148, Albany N. Y. was reported to the Board by the Report of the I. P. for its consideration and action. This claim for old age benefit was before the preceding General Executive Board Meeting. The history of the case showed that claimant became a member of the Association through Division No. 148, May 15, 1900, as a charter member of the Local. Claim for old age benefit was filed April 20, 1922, applicant being 66 years of age with continuous membership for 21 years, 11 months and 20 days. Certifications of physicians were to the effect that the physical condition of the brother prohibited him from working at street railway employment, due to a crippled hand, the thumb of the right hand being dislocated and muscles paralyzed, rendering the hand worthless. The evidence accompanying the case at that time appeared to the Board as being incomplete, and the claim was returned to the International President for the solicitation of further evidence. This further evidence was supplied, showing complete disability prohibitive of further employment and resultant from the street railway service. It was enacted that payment of the claim be approved.

Claim for old age benefit in the interest of Member Thos. Murphy, Division No. 113, Toronto, Ont., was referred to the Board for its consideration and action. The history of the case is in effect that Brother Murphy became a member of the Association June 17, 1902 through membership in Division No. 113, and at the time of application for disability benefit, was of 20 years, 4 months and 29 days membership. Age at the time of making application was 65 years and two days. He was employed as a motorman by the Toronto Railway Co. from 1885 to 1916, when it was alleged he gave up employment on account of total disability, due to his old age. Physician's certification upon the case was to the effect that Brother Murphy was totally disabled from following his occupation as an employee of the street railway, from deafness of the left ear and cataract of the left eye. Certification from the Local's secretary was that Brother Murphy had quit the railway business in 1916, due to his inability because of his loss of eyesight, and had moved to Muskoka where he and his wife were engaged in taking in Summer tourists to board. The evidence was in effect that applicant gave up employment in 1916 some six years before applying for old age benefit, and at a time when he was not the required age to obtain an old age benefit. It was regarded that payment of the claim would be prohibited by Section 107, of the Constitution and General Laws, and it was enacted that payment of the claim be disallowed.

Claim for disability benefit in the interest of Member Cornelius Toomey, of Division No. 132, Troy, N. Y. was submitted by the report of the I. P. for consideration and action. History of this claim was that the case was before the previous General Executive Board Meeting; that physicians' certifications were to the effect that the applicant was paralyzed on the right side of the body, arm and leg, as

resultant from cerebral hemorrhage, being incapacitated for further employment. As there was no evidence as to the original cause of the affliction, the Board had regarded the evidence as incomplete and referred it to the I. P. for further investigation. The record showed Brother Toomey to have become a member of the Local No. 132, February 8, 1900, and was 51 years of age at the time of filing the application, which was received April 7, 1922. Further information obtained by the I. P. was to the effect that Brother Toomey suffered the stroke of paralysis while performing strike duty May 25, 1921, when the members of Division 132 were on strike and that he is hopelessly paralyzed, his condition having been superinduced by exposure to weather while doing picket duty. It was enacted that payment of the claim be approved.

Submitted to the Board for further consideration was the application for disability benefit in the interest of Member Geo. Snook, Division No. 132, Troy, N. Y. The history of this claim was that the case was submitted to the previous Meeting of the General Executive Board with record and evidence to the effect that the disability is based upon paralysis of the left side. Statement of examining physicians is that the paralysis was due to cerebral hemorrhage that occurred May 16, 1921. However, the nature of the evidence as identifying the case as one upon which payment of disability benefit would be permitted was regarded incomplete and the case was referred back to the International President for further investigation. The International President reported that further evidence in the case was unavailable and that the case must necessarily be disposed of from the evidence previously before the Board. Due to the fact that there was no evidence associating the affliction with street railway service as required by the laws of the Association in payment of disability benefits, it was enacted that the claim be disallowed.

Submitted to the Board for its consideration and action was a claim for disability benefit in the interest of Member Christian Smith, Division No. 627, Cincinnati, Ohio. The history of this case, and evidence thereon was in effect that the claim was before the previous G. E. B. Meeting with disability benefit based upon paralysis of one side alleged to have been caused September 29, 1920, as resultant from a fall when about to alight from a street car. Certifications of physicians were in effect that the paralysis was occasioned by cerebral hemorrhage and that the cause of disability might be traceable to the accident to which applicant and one of the examining physicians referred. The evidence associating the disability with the accident being incomplete, the case was referred back to the I. P. for more definite information. The application for disability benefit was received February 22, 1922, Brother Smith having become a member May 14, 1913. Age of claimant at the time of filing application was 66 years. Further evidence placed before the Board was to the effect that the accident to which was referred in the application was sustained in the spring of the year and that the cerebral hemorrhage took place in September following, and that there is no evidence to show that the incapacitation is due to an accident. This information was subscribed to by Dr. Beneke. Being unable to associate the disability with any accident or incident in employment as required by the laws of the Association, it was enacted that payment of the claim be disallowed.

Claim for disability benefit in the interest of Member John A. Bergstrand, Division No. 518, San Francisco, Calif., was submitted to the Board for its consideration and action. The history of this case was to the effect that Brother Bergstrand became a member of the Association August 21, 1913. Age of claimant at time of filing application was 61 years. Application bases disability upon slipping on the footing on side of car. Physician's certification was in effect that under date of October 17, 1922, examination was made and he found Brother Bergstrand "weak, emaciated, with a double integral hernia and is unfit physically to perform any kind of manual labor." In the absence of evidence to the effect that the double hernia was occasioned by the same accident in connection with the employment, the claim was regarded as not permissible for payment by the laws of the Association. It was enacted that the claim be disallowed.

Claim for disability benefit in the interest of Member John J. Murray, Division No. 238, Lynn, Mass., was submitted to the Board for its consideration and action. The record and evidence in this case was to the effect that application for disability benefit was received October 6, 1922. Brother Murray became a member of the Association Feb-

ary 12, 1903. Claimant was 65 years of age at the time of making application. Alleged cause of disability was slight shock, nervous breakdown and mentally unbalanced. Accompanying the claim was a statement of the Secretary of the Local to the effect that Brother Murray had done no work for the company since November 1921; had sustained a slight shock December 2, 1920, but worked some after that flagging cars at railroad crossings, etc.; that the pension board recommended a pension for him; that Brother Murray was about but unable to work as per Doctor's orders. Certification of Dr. Wm. G. Ward of E. Lynn was to the effect that Brother Murray has general arterio sclerosis, memory poor, a kidney lesion, enlarged heart and general inability to get about. A later communication from Secretary P. Corcoran of the Local of date of October 29, petitioned advice from the International President as to whether he would be permitted to withdraw the disability claim and put in for an old age benefit claim, stating that such was the sentiment of the Local. He had been advised by the I. P. that the claim could be withdrawn but as there was no record of its withdrawal and no evidence associating the disability with the employment, it was enacted that the claim for disability benefit be disallowed.

Submitted to the Board for its consideration and action was a claim for disability benefit in the interest of Member Thos. McGuire, Division No. 620, Framingham, Mass. The record and evidence in the case was to the effect that Brother McGuire became a member of the Association February 1, 1916. Claim was based upon disability alleged to have resulted from a piece of iron striking his glasses, breaking them, cutting his eye and was bothered with his eyes from then on. This accident occurred March 27, 1917, and applicant gave up employment June 21, 1921. This claim had been previously acted upon by the International President and disallowed, due to the fact that the application for disability benefit was filed four years after the accident, from which disability is alleged to have occurred, the disallowing of the claim being based upon Section 101 of the Constitution and General Laws. Age of claimant at the time of filing application was 69 years. He was employed as a blacksmith by the Boston and Worcester St. Ry. Statement of Dr. Austin St. Clair of July 19, 1921 was in effect that an examination showed cataract on both eyes, rendering him unable to continue at his trade, being practically blind. There was nothing in the certification of the physician to the effect that cataracts were resultant from any accident. Besides the claim was filed as shown in the records four years after the accident to which is referred in the statement borne in the application. It was the opinion of the G. E. B. that payment of disability claim in this case is debarred by Section 101 of the Constitution and General Laws, both by the fact that the blindness does not seem to be connected with the accident and further that the accident occurred more than two years prior to the filing of the application. It was enacted that payment of the claim be disallowed.

Enactments Upon Decisions on Appeals

Submitted to the Board for its consideration and action were decisions of the International President and International Vice-President upon appeals of members of Local Divisions. These decisions were upon appeals of members as follows: Carl Johnson, Division No. 22, Worcester, Mass.; A. D. Arboreaux, Division No. 194, New Orleans, La.; Reuben Bensing, Division No. 118, Pottsville, Pa.; Paul Mink, Division No. 103, Wheeling, W. Va.; B. W. Saxton, et al., Division No. 702, Canton, O.; Wm. Stinson, Division No. 26, Detroit, Michigan; and John Hurley, Division No. 589, Boston, Mass. These decisions were from actions of the respective Local Divisions of a nature applying to individual cases. These decisions as rendered were approved by enactments of the General Executive Board.

Decisions on Appeals

Submitted to the Board for its consideration and action was an appeal of Members Henry R. Mason, Claud Cripe and Geo. W. Bridger, of Division No. 111, Ypsilanti, Mich. Upon this case at one of the sessions of the meeting personally appeared Appellants and former President Chas. Willetts of the Local. This appeal set forth that appellants were a crew of a freight train operated by the Detroit, Jackson and Chicago Railway and that on Saturday morning, July 1, appellants were requested to load their train with freight at the Detroit Freight Terminal; that it was the usual routine that the eight house workers were to load cars and that trainmen were not to be so requested; that preceding

this, the question of trainmen loading freight at the Detroit Terminal had arisen and that there was some understanding that they were not to load the freight even if so directed by the Freight Terminal Superintendent, and that this information had been conveyed to them by former President Willetts; and that upon the strength of his advice, they refused to comply with an order of the Detroit Terminal Freight Superintendent to load the freight cars. They were suspended from service and after the loss of some 15 days time aggregating 360 hours, appellants were returned to their employment. It was charged that the case had been before the Local where the Local voted not to sustain the petition for lost time pay, to the point of arbitration. The appeal set forth: "Knowing the instructions as laid down in rule 26, page 6, of the Company's Rule Book, and feeling that President Willetts was also fully apprised of these instructions, we, therefore, requested remuneration from the Division as our actions were based on instructions from its President." From all written and oral evidence placed before it upon the case, it appeared to the G. E. B. that the President of the Local had acted upon the cases in good faith; that he had ultimately prevailed upon the company to reinstate the men, which was done after a 15 days suspension, but the company refused to pay the lost time petitioned for. This brought the matter of reimbursement for lost time to submission for arbitration. Upon consideration of the matter of submission of the cases for arbitration, Division No. 111, at a regular meeting, had voted to refuse to submit the cases for arbitration, feeling that the evidence that would be submitted, bearing upon the cases would be held by an arbitration board as not warranting a decision in favor of the appellants. The Board regarded that the evidence showed Former President Willetts took the cases up with the company and through negotiations prevailed upon the company to recede from the indefinite suspension or dismissal of the members and reinstate them after a suspension of 15 days. It was clear that so far as the officers of the Local were concerned, there had been no neglect in the case. It was also before the Board that the membership in meeting, after consideration and discussion, held that an arbitration board would hold that appellants should have loaded the freight under protest and then taken the case up with the purpose of eliminating any further loading of freight if possible. There was also before the Board the admission of appellants that they felt themselves that they had been a little too hasty in the matter. The evidence showed that both the officers and Local Division had acted in the cases and had acted in good faith. The Board held that in cases of the kind where disputes arise between individual members and an employing company, the Local Division has full autonomy, and that when appeals are taken, they should be acted upon by the G. E. B., first, as to the question of whether there has been neglect or prejudice on the part of the Local and its officers; second, that such cases should be given consideration where there is no neglect or prejudice only upon request of the Local Division, and that there was no evidence in this particular case to suggest the conclusion that the case was subject to neglect or prejudice on the part of Division No. 111, or its officers, and, therefore, it was enacted that the appeal be not sustained.

Submitted to the Board for its consideration and decision was an appeal of Members Neil McLellan, Wm. Stinson and Archie D. Black, of Division No. 26, Detroit, Mich. This appeal was of date of Dec. 6, 1922, addressed to the International President and by him submitted to the Board, and was an appeal from "methods employed by the officers and Election Committee of Division No. 26, in the recent election held December 4, 1922." The contention was that the election was illegal, because the laws and rules of the Division covering election were not carried out. The laws of the Local cited in the appeal were Section 11 that stipulates that "The President shall appoint a sufficient number of inspectors, whose duty it shall be to take charge of the nominations and elections; no two inspectors shall be appointed from the same line. No candidate for any office shall act as an inspector." Section 14 of the Local by laws provides that: "A member desiring to vote shall present his working card for the current or preceding month—." The appeal alleged that the President in appointing election inspectors had appointed seven inspectors from the Jefferson Line, whereas, he was permitted to appoint two inspectors from that line. It was held that Section 14 had been violated from the alleged fact that "a great number of men were permitted to vote who had no working card, as the laws require." Before the Board

to sustain this appeal appeared Appellants McLellan and Black, candidates respectively for Secretary-Treasurer, and Business Agent, and who by return of the election were defeated candidates; also the officers of Division No. 26—President Herbert Gee, Secretary Clarence Nugent and Business Agent Garrett Burns. The evidence before the Board showed that there had been a violation of Section 11 in the appointment of more inspectors from the Jefferson Ave. Line than the President was permitted to appoint by the law. The evidence also showed that Section 14 had been technically violated by newly acquired members voting before they had obtained working cards, although the evidence was sufficient to assure that those who had voted, of this type of voters, were entitled to working cards, but had not received them from the Secretary or Executive Board Member. They had been obligated and taken into membership. It was also shown that by error, one had been refused the privilege of voting. In ruling upon this case it was conclusive to the Board that the President and in accordance with his own statement, did violate Section 11 by the appointment of seven inspectors from one line, on which line the President holds his seniority. It was also clear that the Local by-law requiring the presentation of a working card as a qualification of the voter had been diverged from by the fact that 73 men voted without working cards, who had been accepted into membership of the Local through the organizing processes that had been immediately carried on prior to the election. It was also discovered that in conducting the elections members who were termed "International men" and who retain their membership in the Local but are in occupations and positions outside of street railway work were not placed upon the poll list but were allowed to vote at any of the polling places where they might appear to vote, at which time their names would be written upon the polling sheet of that station. It was also discovered by evidence that at previous elections the company's printed lists of employees were used for check-up purposes as polling lists. However, in this case the Secretary had made out a special list. It was held as the opinion of the G. E. B. that the company's printed lists should not be used as election check-up lists, and that after the Secretary had prepared the names of the voters such prepared lists should contain the names of each and every member eligible to vote and that members should not be permitted to vote at any particular polling place by inserting their own names upon the voting list. Relative to the violation of Section 14 by the voting of newly acquired men, as but 73 of this type voted, it was clear that had they not voted there would have been no change in the election returns as respecting appellants. Yet it was the opinion of the Board that members must be in possession of either the current or the preceding month's working card to be eligible to cast his ballot, and such should prevail upon any future elections. In passing upon the appeal the General Executive Board ruled that the present officers had been legally elected and should retain their office but in the future the errors and mistakes developing in the recent election should be rectified and the laws and policies of the Association adhered to.

Submitted to the Board for its consideration and decision was an appeal by Member James Rodgers, of Division No. 194, New Orleans, La. This appeal was addressed to the International President and of date of October 4, 1922. The appeal set forth that at an Executive Board Meeting of the Local held August 16, 1922, an amendment to the by-laws of the Local was introduced which would compel the President to devote his entire time to work of the Association and providing a regular monthly salary. This amendment, it was stated, was favorably reported by the Local Executive Board to a regular meeting of Division No. 194, August 23, 1922, where it was read and advanced to a second meeting held September 13, 1922; that the amendment at this meeting came up for final adoption; that the amendment was adopted by but two dissenting votes and forwarded to the General Office, where it was approved. At the next regular meeting held September 27, 1922, when the minutes of the previous meeting were read, a motion was made to approve the Minutes, except that of the adoption of the amendment in question. Upon this motion the President took the position that that part of the Minutes was considered as part of the laws and would not entertain the motion. Upon appeal from the ruling of the President the ruling was not sustained. A vote was then taken on the original motion to concur in the Minutes, except that part in question, which was carried, thus defeating the by-law. It was from this

alleged action of the Local Division, taken at the meeting of September 27, 1922, that the appeal was made. The basis upon which the appeal was made was that the amendment had been adopted and approved by the International President and was, therefore, a part of the by-laws of the Local Division and not subject to reversal by a vote at an immediately following meeting. The action of the Local from which appeal was taken was that of voting upon the approval or disapproval of the Minutes of a previous meeting, which, of course, is a regular order of business. Records of the Local presented upon this appeal showed that at a regular meeting held August 23, 1922, there was submitted to the Local by Member John Treadaway, et al., an amendment to Section 1, Article 8, of the Local By-Laws, amending said Section to provide that the President should give all of his time to his office and among other provisions would be empowered to call special meetings when requested by one-third or more of the members in writing, and that he should receive \$250 per month for his service. The Minutes of this meeting show that an amendment to this amendment was offered and duly seconded, as the Minutes state "in regard to calling a special meeting." Then after further discussion an amendment to the amendment was submitted to provide to change \$250 to \$300. Then a motion was made to place the whole matter on the table, which motion was defeated by a vote of eight for to 28 against. The amendment to the amendment was then placed before the meeting and carried by a vote of thirty to seven. The Minutes further state: "The original amendment as amended was called for and put and carried by a vote of 32 to 17." The by-laws of the Division provide that amendments must be adopted by a two-thirds vote, which would have necessitated in a vote of 49 as recorded in this case, an affirmative vote of 33 of the 49 votes. The minutes bear further evidence that at the regular meeting of September 13, this amendment to Section 1, Article 8 again came up for consideration, with the authorization of the calling of special meetings stricken from it and with the \$300 per month provision for salary substituted for the \$250 provision contained in the original amendment. The Minutes read: "Motion made and duly seconded that the above amendments to our laws be adopted as read. Carried." When the Minutes of this meeting of September 13 were read at the regular meeting of September 27, 1922, the record shows that a motion prevailed that "the Minutes of the Meeting of September 13 be adopted as read, with the exception of the amendments to our laws pertaining to the President's salary and that that be non-concurred in." This non-concurrence, it is stated in the records given by Secretary Gus J. Bienvenu, was upon a vote of 29 to 21. The Minutes of the Local do not carry a record of the proportional vote of the meeting of September 13 upon this subject. Statements before the Board, however, were conflicting upon this question. The recorded votes of the meetings of August 23 and September 23, show that at the August Meeting, the subject received the vote of 49 members and on September 23 the vote of 50 members, whereas the total membership of Division No. 149 showed that approximately two members out of each one hundred were present to deliberate and vote upon this proposition. It appeared to the General Executive Board that the adoption of a by-law by such a small number of men upon which there was an expression of such contention was not to the best interest of the great bulk of the membership of the Local. The G. E. B. ruled that the amendments be submitted to a vote of the membership in such manner or at such meeting, or meetings, that would bring an expression from a larger number of the membership and then that the same be adopted by a two-thirds vote of those voting upon it. The vote sustained the action of the Local in the eliminating of the adoption of the amendment from the Minutes as shown by the record of the Minutes and the action thereon.

Submitted to the Board for its consideration and decision was an appeal of Member James Nash of Division No. 85, Pittsburgh, Pa., addressed to the International President. This appeal was from action of Division No. 85, wherein the Local concurred in an original count of ballots at an election of officers held by the Local December 12, 1922, as applying to the vote taken at the Highland Barn Division for Executive Board Member, in which appellant and Brother T. M. Bechtel were contestants. The appeal set forth that the original count in this election accorded 114 votes to Bechtel and 110 votes to Nash, the Appellant. Appellant asked for a recount. This recount was granted

Division No. 85. The appeal sets forth that in the recount there were found 222 ballots in the ballot box instead of 226, as recorded as of the first count; that of the 222 ballots each contestant, Appellant and Bechtel, were accorded 110 votes, with two ballots that did not give a vote to either man; that later this question of election counts was taken up by the Executive Board of Division 85; that with the Executive Board a motion prevailed that the first count should stand; that this recommendation was made to a subsequent regular meeting and carried by a vote of 43 to 27, thus denying a re-election at the Highland (Bunker Hill) Barn. The evidence and records in this case showed that there was before the Executive Board and Division No. 85, who had passed upon the situation and denied the re-election, to the effect that ballots became missing between the original count and re-count, showing that the decision of the Local Officers and the Local Division had been based upon the evident conviction that five of the ballots accounted for in the original count were not available to those who conducted the recount. In that all statements agreed that there was a discrepancy in the votes, the General Executive Board felt that the Executive Board of Division No. 85, together with Division 85 itself, was the competent authority to determine upon this subject, and in consideration of all phases of the election and the manner of its disposition, the Board enacted to sustain the Local Division in refusing to authorize a re-election.

Miscellaneous Enactments

Before the Board appeared Secretary Shafter of the Engineers' and Conductors' Protective Association with a petition requesting the advertising of the said Protective Association before the Members of the Amalgamated Association in the Amalgamated Association publications. The purpose of this Protective Association is the compensating of steam road Brotherhood members in the event of dismissal from employment. The benefits range from \$250 to \$500 in proportion to assessments paid into the Organization. Upon dismissal from service of an employee qualified for the benefit he receives \$250 or \$500 in proportion to the amount of benefits he has monthly paid for this protection. Due to the fact that members of the Amalgamated Association are protected by agreement provisions in their maintenance of employment, which are in line with the policies of the Amalgamated Association, this was expressed as the opinion of the G. E. B. as inadvisable to encourage the advertising of this particular organization among street and electric railway employees and the protective organization was so instructed.

The Board approved an appropriation of \$100 to the Non-Partisan Political Campaign Organization.

The Board approved an appropriation of \$500 to assist members of Division No. 700, Cobalt, Ont., who were victims of a forest fire that rendered some of the members and their families destitute.

Submitted to the Board by the I. P. was a report of the financial condition of Division No. 518, San Francisco, Calif., which appealed for assistance of that Local. A defaulting officer had confiscated the funds of the Local and placed the Local in an embarrassing condition that appealed for assistance. It was enacted to assist the Local in that its per capita tax be remitted for three months.

Reported to the Board was a serious financial condition involving Division No. 807, Omaha, Nebr., due to the troubles that confronted that Local within the year 1922. To assist, approval was enacted by the Board for the remission of per capita tax to the members for July, August and September, 1922.

By the report of the International President, it was called to the attention of the Board that in rendering assistance to the members of Division No. 663, St. John, N. B., who have been more than one year locked out, and who are continuing their endeavor to establish themselves in employment, with the right of organization, previous enactment of the Board released the Local from per capita tax only until September, 1922. In consideration of the situation confronting this Local, the Board enacted that the per capita tax to the members of Division No. 663 be further remitted until some settlement or disposition is made of the lockout situation, in which they are involved.

By the report of the I. P. there was submitted to the Board petitions from certain Locals of the Amalgamated Association for financial assistance in defraying the expenses of lobbying in State Legislatures for desired legislation. Upon this subject, consideration was given by the Board to the effect that A. F. of L. State Federations are instituted for this specific purpose. It is also known to the Board that upon recommendations of the International President

and enactments of resolutions in past conventions certain of the States within which are located several of the Divisions of the Amalgamated Association, State Legislative Committees are formed that are sustained directly by the Local Divisions themselves, as in the case of Ohio, Massachusetts, Iowa and certain other states. It was, therefore, resolved by the General Executive Board to advise the Locals petitioning for the financial maintenance of lobbies in State Legislatures upon desired legislation, of the means resorted by Conventions for this purpose. This action was stimulated from the fact of the heavy exactions upon the Association during the past year in meeting strike and lockout cost, and promoting other work of the Organization to the end that funds are not available to be used in maintaining committees in various State Capitals as requested by the Locals petitioning. It was instructed that attention be called to the means by which Locals of the various States maintain their legislative Committees, by levying assessments on the State Members of ten to fifteen cents per member, which has shown to have proved successful in the States in which these committees are maintained.

The Board was petitioned by President Robert Armstrong of Division No. 788, on behalf of the Organization for reimbursement of the balance of the defalcation of former Secretary-Treasurer James O'Connor of that Local. Of the \$11,093.53 defalcation of former Secretary-Treasurer O'Connor the Local, under direction and through the assistance of International President Mahon, succeeded in recovering in bonds, mortgages and other properties \$5,302.90, leaving a balance due of \$5,790.65. The report shows that finding the resources of the defaulting officer exhausted, notes were taken with certain endorsements for the balance representing \$5,790.65, which were yet in possession of Division No. 788, but with poor prospect of any immediate liquidation. The history of the case showed also that the defaulting Treasurer had been prosecuted under a warrant upon the charge of embezzlement but had been acquitted by a jury before whom the case was tried. This case of prosecution had resulted in a charge of \$500 legal expenses, thus creating a deficit of \$6,290.65. From the history of the case as presented by the records of the International President and the statements of the Local Division the Board was satisfied that every endeavor had been made to the immediate present to reimburse the Local. At the time of the defalcation, O'Connor was bonded for \$10,000 in the bonding department. He was removed from office August 20, 1921 and is no longer a member. Upon a thorough investigation of the case the General Executive Board decided that the present shortage and attorney's fees should be paid to the Division and so directed the International President. In connection with the notes held by the Local, it was enacted to instruct the Local to continue the effort in every legal way to collect the \$5,790.65, and if necessary to bring suit and secure judgments upon the notes and continue the judgments until such time as they are paid, and that moneys so collected be returned to the International Office and credited to the account.

Before the Board appeared A. F. of L. Organizer Paul J. Smith, a member of the Miner's Union, who petitioned the Association to appropriate to assist in financing a publicity and legal information bureau established by the Cincinnati Convention of the A. F. of L. the purpose of this bureau being, in part, to provide legal counsel in whatever litigation in which they may become involved, or which may be thrust upon them; to collect and collate all laws and judicial proceedings relating to the rights of labor, and prepare briefs on the fundamental and more important issues involved in labor litigation, for the convenience of various labor organizations. The bureau is under the immediate supervision of Executive Council Member Matthew Woll. Before the Board also was a communication from President Samuel Gompers bearing upon this same subject, and citing that several organizations had already appropriated to the support of this bureau. It was cited by Organizer Smith that the Federation resolved that all Locals should assess their members one per cent to create the fund necessary to establish and maintain this bureau but that the Executive Council had concluded that in lieu of the assessment, appeals would be made. President Mahon explained to the Board the nature of this action of the A. F. of L. Convention and Executive Council. Organizer Smith also petitioned for the assistance of the Kansas State Federation of Labor in seeking to obtain the repeal of the Kansas Industrial Disputes Court Law. This petition was also concurrent with the petition before the Board of Division No. 497, Pittsburg,

Kansas, on the subject of the Kansas Industrial Court Law. The Board enacted to appropriate \$100 per month to the Kansas State Federation of Labor and directed the International President to make monthly appropriations to the A. F. of L. in the interest of the bureau to which was referred in the petition until the next regular Meeting of the General Executive Board.

Before the Board, by report of the International President and report of Board Member Welch, was presented the situation confronting Division No. 52, East Liverpool, Ohio, the Steubenville, East Liverpool and Beaver members of which are involved in a lockout of some seven months duration. At the previous Board Meeting it was directed to assist the members of this Local by an appropriation of \$100 per week. It was explained that the situation was practically unchanged and that the members are standing resolute in their purpose of obtaining reinstatement as an organized body, with the right of collective bargaining. It was enacted by the Board to authorize the International President to have made an investigation of the East Liverpool lockout situation and to supply such continued assistance to the Local as such investigation in his judgment should warrant.

Reported to the General Executive Board by the Report of the International President and by reports of other officers, for the consideration and action of the Board, was the Buffalo lockout situation involving the members of Division No. 623, employed by the International Railways Co., which includes the members employed in Buffalo, Niagara Falls, Canada, and Niagara Falls, N. Y., and certain interurban roads extending from Buffalo to Niagara Falls and Lockport. These members were locked out July 1, 1922. Reports showed that but 46 of the 2164 men had deserted the ranks and that over 2100 were, therefore, yet standing firm in their purpose to re-establish themselves in employment with the right of membership in the Association and collective bargaining. In their struggle they were having the support of the Central Labor Union of Buffalo and various Local Unions in that city, as well as the general public. The contest appeared to be in good shape and strengthened by the determination of the men. Before the Board was the report of an investigation made by representatives of 19 Local Divisions that had met in Buffalo, October 25 and 26, which conference endorsed fully the Buffalo men's situation. The report and recommendation of that conference was adopted and recommended by President Wm. Quinlan of Division No. 241, Chicago; Business Agent Jos. Gibbons, of Division No. 113, Toronto, Ont.; President Thos. Shine of Division No. 589, Boston, Mass.; Secretary Abe Spradling, of Division No. 627, Cincinnati, O.; Business Agent Owen Lynch, of Division No. 580, Syracuse, N. Y.; Secretary-Treasurer P. J. McGrath, Division No. 85, Pittsburgh, Pa.; E. A. Raleigh, Division No. 448, Springfield, Mass.; Business Agent Fred Schultz, Division No. 268, Cleveland, Ohio; and Board Member W. T. Hodges, of Division No. 788, St. Louis, Mo. This committee explained in their report, which was later submitted to all Local Divisions, that the purpose of the Company in locking out the members of Division No. 623 was to institute a so-called company organization, set forth as being a co-operative plan organization, but which was nothing more or less than the ordinary protective association promoted by all employers to destroy organized labor. It was clear to the Board that the membership of the Buffalo Local should be sustained in this fight to the fullest of the organization, as they were protesting a destructive purpose on the part of that Company that was of general concern to the entire membership, as well as to the American Labor Movement, as recognized by the various trade crafts in the city of Buffalo. It was before the Board, also, that false propaganda was being circulated by the Mitten Management and Employers' Association to discredit the purpose of our Buffalo Local, with the view of weakening the spirit of our general membership and thus break the trade union spirit of the Buffalo Organization by causing a relaxing of the financial support of those men. Upon the situation the General Executive Board enacted to issue another call for contributions from Local Divisions to continue the maintenance of the Buffalo membership in their splendid effort to maintain the principle of organization and that contributions be continued to the International Association Defense Fund that support of these men could be maintained and the slanderous movements of the union wreckers be rendered impotent. It was enacted that further relief to the Buffalo membership should be placed in the hands of the International

President that such financial relief as the situation should warrant might be continued indefinitely, if necessary.

The report of the International President, as borne out by the financial records of the Association, showed in the hands of the International Association, as having been retained for one year funds of defunct Locals as follows: Division No. 895, Reno, Nev., \$5; Division No. 904, Grassville, S. C., \$64.21; total, \$69.21. In that these funds had been held more than one year, the period established for the holding of funds of defunct Locals in trust, the Board enacted that these funds aggregating \$69.21 be transferred to and become a part of the Death, Disability and Old Age Benefit Fund.

In connection with a prior special enactment of the Board, directing the International President and International Treasurer to care for the expense of the recent illness, treatment and burial of late G. E. B. Member J. C. Colgan, and the cancelling of \$300 advanced upon his illness, it was further enacted to authorize the International President to consult with the Officers of Division No. 241, Chicago, Ill., relative to the erecting of a memorial at the grave of the late Board Member Colgan, in the Chicago Cemetery, where he was buried.

The Board gave consideration to the transportation expense and details of the approaching 18th Convention of the Association to be held in Oakland, beginning September 10, 1923, and appointed as Convention Transportation Committee International President W. D. Mahon, International Treasurer L. D. Bland, and Secretary Wm. Taber, Division No. 241, Chicago, Ill.

The audit of the financial accounts and books of the General Office not having been completed by the Englehart Audit Co., largely due to the fact that the fiscal period did not expire until January 31, 1923, Board Member Wm. B. Fitzgerald and R. L. Reeves were appointed as Audit Committee to complete the financial report for the Audit Period.

Board Member Reeves was re-elected Secretary of the Board for the ensuing period and adjournment was taken at 5:40 P. M., Wednesday, January 24, 1923, to the call of the Secretary.

Audit Recapitulation

The recapitulation of the audit at the General Headquarters is presented as follows:

Balance on Hand, Funds and Assets, August 1, 1922.....	\$1,205,563.49
Receipts August 1, 1922, January 31, 1923, inclusive.....	625,348.63
Total.....	\$1,830,912.12
Expenditures, August 1, 1922 to January 31, 1923, inclusive.....	760,583.26

Balance, Cash and assets, January 31, 1923.....\$1,070,328.86
Of the expenditures, \$271,097.90 was the disbursement from the Death, Disability and Old Age Benefit Fund.

Disbursements from the Defense Fund in support of strikes and lockouts, during the six months period aggregated \$391,361.93.

Disbursements from the Benefit Fund represented 33.65 per cent of the total disbursements.

Disbursements from the Defense Fund represented 51.45 per cent of the total disbursements.

General expenses of the Association represented 12.9 per cent of the total disbursements.

It will be observed that disbursements from the Benefit and Defense Funds represented 87.1 per cent of the entire expenditures.

Expenditures from the Benefit and Defense Fund aggregated \$662,459.83.

Expenditures from the Benefit Fund represented the full per capita tax paid by 69,513 members. It represented that part of the per capita tax set aside for the support of the Fund that was paid by 112,915 members.

During the six months audit period ending with January 31, 1923, there were paid 403 Death Benefits, aggregating \$218,222.90.

Death benefits averaged \$541.50 each.

The aggregate paid in Death Benefits from the Benefit Fund represented 80 3/4 per cent of the disbursements from that Fund.

During the six months period ending with January 31, 1923, there were paid 15 disability benefits aggregating \$9,675.00.

Disability Benefits averaged \$645.00 each, and the amount paid in Disability Benefits represented 3.37

per cent of the total amount paid from the Fund during the six months period.

There were paid 54 Old Age Benefits during the six months Audit Period ending with January 31, 1923.

Payments of the 54 Old Age Benefits aggregated \$43,200. These Benefits, of course, are \$800.00 each. The aggregate paid in Old Age Benefits for the six months period represented 15.93 per cent of the total expenditures of the Benefit Fund.

Data on Audit Period Disbursements from the Benefit Fund shows that for the preceding Audit Period for the six months ending July 31, 1922 there were paid 517 Death Benefits aggregating \$260,884.09, an average of \$504.61 per claim. During this same six months period ending July 31, 1922, there were paid 17 Disability Claims aggregating \$9,350.00—an average of \$550.00 per claim. Old Age Benefits for the six months period ending July 31, 1922, numbered 16 and aggregated \$12,800. During that Audit Period there were paid 550 claims from the Benefit Fund, aggregating \$283,034.09—an average of \$514.60 per claim.

For the six months audit period ending with January 31, 1922, one year ago, there were paid 391 Death Benefit Claims, aggregating \$195,528.56—an average of \$500.07 per claim. There were paid 15 Disability Claims aggregating \$10,250.00—an average of \$683.33 per claim. There were paid 16 Old Age Benefit Claims at \$800 each, aggregating \$12,800.00. During that Audit Period ending January 31, 1922, there were paid from the Benefit Fund 422 Claims aggregating \$218,839.24—an average of \$517.70 each.

For the year ending January 31, 1923, there were paid in Death, Disability and Old Age Benefits from the Benefit Fund an aggregate of \$554,131.99.

The total number of benefits paid within this year aggregated 1,022 Claims—an average of \$542.24 per claim.

It will be observed that during the six months Audit Period expenditures exceeded receipts to the amount of \$135,235.23. This decrease in total cash and assets, however, is explained by the unusual expenditures from the Defense Fund. The expenditures from the Defense Fund, aggregating \$391,361.93, were far in excess of the receipts of that fund.

Receipts to the Defense Fund during the six months Audit Period, ending with January 31, 1923 included \$181,797.81, donations by Local Divisions in response to appeals, that have been applied to assist the members of Division No. 623, Buffalo, N. Y., in their protest of the lockout by which they have been embarrassed since July 1, 1922. Expenditures from the Defense Fund, however, represent \$209,564.12 in addition to the \$181,797.81 donations creating the total payment from the Defense Fund during the six months period of \$391,361.93.

The books and accounts at the General Office were audited by the Englehart Audit Co. of Detroit. The Audit of the Union Leader, made by the Walton, Joplin, Langer and Co. Accountants Chicago, Ill., showed a deposit in the Central Trust Co. of Illinois Bank of Chicago, to the credit of the Union Leader of \$1,801.92. This added to the balance in cash and assets at the General Office as of January 31, 1923, shows a total balance of cash and assets of the Association to the amount of \$1,072,130.78.

The audit at the General Office showed in cash and on deposit in savings banks, including \$143.23 postoffice deposit, the sum of \$439,231.60.

There is invested in interest-bearing bonds and notes—U. S. Government Bonds and notes, Canadian Victory War Bonds, Michigan War Loan Bonds, North Dakota State Bonds, Province of Ontario Bonds, Ecorse, Mich. School Bonds, Toledo Labor Temple Bond of \$1,000 and New York Call Bonds of \$4,000, aggregating \$546,600.00.

Association Headquarters property, including factory building and real estate, furniture, supplies, etc. represent \$84,476.26 assets.

During the six months audit period ending with January 31, 1922, there appear upon the records eight strikes and lockouts. Four of these lockouts, embracing 2,536 men continued throughout the entire six months period. These were the lockouts of the members of Divisions Nos. 663, St. John, N. B.; 590, Columbia, S. C.; the Steubenville, East Liverpool and Beaver Branch of Division No. 52, East Liverpool, Ohio; and the members of Division No. 623, Buffalo, N. Y. employed upon the International Railway properties, which include the surface lines of the cities of Niagara Falls, Ont., Niagara Falls and Buffalo, N. Y. These lockouts were continuing at the close of the six months audit report. The

others that were adjusted or discontinued within the six months period are so noted as of the heretofore published features of the President's Report. However, the continued strikes and lockouts are characterized by the continuance of expenditures from the Defense Fund.

The record of strikes and lockouts for the past six months is a further confirmation of the fact that where Locals of our Association are thoroughly organized and are dealing with the employing properties through collective agreement, strikes and lockouts are practically unknown.

Upon the pension plan proposition referred to the Board by the Atlanta Convention, a report was compiled with instructions to the Secretary to submit the same to the various Local Divisions that the membership might vote thereon and instruct their delegates to the 18th Convention upon this particular subject.

At the close of this Audit period, the records show that the Association is entering the new audit period with prospects much brighter for progress in the next six months, than at the beginning of several preceding audit periods. Employment seems to be absorbing the army of unemployed and there is an evident trend upwards in industrial affairs. This cannot fail to reflect favorably upon street railway employment and it is believed that within the succeeding six months extensions will be made in street railway service that will cause the Association to move forward in attaining membership in a much more liberal measure than has marked several preceding audit periods. It is believed, also, and it seems to be borne out by statistics, that the low ebb in wage rates has been reached and that the properties with which our members are employed will advance in prosperity beyond any possible excuse for further reductions in wages.

The present prosperous condition of the Association is more creditable to the members and their progressive spirit than to any other influences or conditions. It is a warrant of continued progress on the part of the Association.

In closing this report the General Executive Board wishes to express its profound appreciation of the response made by the membership in general to the calls for assistance to those who are on the firing line, and the general assistance of the members to the general and local officers in the administration of the affairs and the work of the General Association and its Staff of International Officers.

Fraternally Submitted,
 EDW. McMORROW,
 MAGNUS SINCLAIR,
 P. J. SHEA,
 J. H. REARDON,
 A. H. BURT,
 WM. F. WELCH,
 J. B. LAWSON,
 WM. B. FITZGERALD,
 R. L. REEVES,
 General Executive Board.

What you do today will have an effect tomorrow. Remember this when you spend your union-earned money for non-union goods.

Don't keep all your enthusiasm for the union label for the meeting hall. Remember this when spending money.

BLOOMINGTON, ILL. AGREEMENT

This agreement made and entered into as of the first day of February, 1923, by and between the Bloomington & Normal Railway & Light Company, a corporation organized under and by virtue of the laws of the State of Illinois, party of the first part, and hereafter known as the "Company" and Division No. 752 Amalgamated Association of Street and Electric Railway Employees of America, party of the second part, hereinafter known as the "Association," WITNESSETH:

1. The Association recognizes the complete authority of the Company in the conduct of its business. The Company recognizes the Association as herein set forth and agrees, in its relations with its Shop and Trainmen, during the life of this contract, to contract with no other organization or individuals.

2. The Company shall have the right to fix the number of cars running at all hours, routing, and length of time they shall be operated, endeavoring at all times to fix all regular runs to be of approximately equal lengths and not to exceed ten hours or be less than nine hours continuous service. This, however, shall not apply to base-ball extras, specials, etc., or emergency trips. Motormen and Conductors shall have the right to choose their runs according to seniority coupled with the satisfactory physical and mental qualifications determined according to proper medical examinations and fair and reasonable standards. More than ten hours continuous service shall be considered overtime.

3. Assignments to the respective runs shall be based on seniority of continuous service and all regular runs shall be posted the twentieth day of September and quarterly thereafter and the said runs shall be signed up by the respective motormen and conductors individually. Any motorman or conductor refusing to sign list when same is presented to him shall forfeit his right and shall go to the foot of the extra list for that period. In case any runs shall become vacant they shall be given to the extra men in their order of seniority provided, however, that such extra men have not at the last selection, turned down a regular run.

4. The Company agrees that its properly accredited representatives shall meet and treat with the properly accredited representatives of the Association; provided, that the said Association's representatives be employees of the Company. Said meeting to be held within twenty-four (24) hours from the time requested by either party, and in the case the Company's representatives cannot agree with the Association's representatives, then to treat with members of the International Board of the Association upon all questions and grievances (other than those of or in any manner concerning wages, which by the terms of this contract are fixed and regulated for the full term of this agreement) that may arise during the time this contract is in force.

5. When any member of this Association has been suspended or discharged for the violation of a rule of the Company and the matter can not be amicably adjusted by the representatives of the Company and the representatives of the Association as set forth in Section No. 4 within a period of seven days, then such grievance shall be referred to a temporary board of arbitration which shall be selected in the manner following: One arbitrator shall be chosen by the Company and one by the Association within a period of two days and the two so named when an agreement cannot be reached shall within three days appoint a third arbitrator. The arbitrators so selected shall meet daily, except Sunday, until an agreement be reached. If, after investigation and arbitration, the accused party shall be found not guilty of such violation, he shall be reinstated in his former position and also, if so determined by arbitration or by mutual agreement between Company and Association, shall be paid for part or all of such time so lost, at not to exceed his regular rate.

6. Whenever there shall be a disagreement of any kind other than provided for in Section No. 5, arising under this contract between the representatives of the respective parties which cannot be satisfactorily adjusted by them, then it is provided that in such cases such matters shall be referred to a temporary board of arbitration, which said board shall be created and selected in the following manner: Each of the parties hereto shall within a period of seven days name its arbitrator, and the two so named, if unable to arrive at a decision within ten days, shall agree upon a third arbitrator. Where

the appointment of a third arbitrator is necessary, the expense of the said third member of the board shall be borne equally by each of the parties hereto. In the event of the board of arbitration being unable to reach a final decision upon any matter referred to it under this contract within thirty days, then the parties hereto shall proceed to the creation of a new board in manner and form as herein provided, the same as though no previous appointment or submission had been made. Provided, further, that in the event of the failure of either party to appoint its arbitrator within a period of seven days after the agreement to refer any such grievance to arbitration, the said party so failing to appoint as aforesaid shall be held between the parties hereto to have lost its cause.

7. It is agreed between the parties hereto that all officers or committees of the Association shall have preferences over all other employees in getting leaves of absence when doing business for the Association. Any member of the Association elected or appointed to an office therein which requires his absence from work, shall upon retirement from such office, or the completion of the particular service for which he is selected, be reinstated to his former position in the Company's service, without prejudice to his rights.

8. All temporary substitutions on the regular runs shall be filled by men from the extra list in their turn. All regular motormen and conductors shall be ready to respond to overtime calls made upon them by the Company for services extraordinary and unusual cases, or to assist it meeting all unusual occasions where said requests are not inimical to their rights as citizens, or for extra work after regular runs are completed when necessary. Provided however, that regular men shall not be required to do extra work when extra men are available. All motormen and conductors will be paid \$4 an hour for all time worked over ten hours in addition to their regular wage. The right is hereby granted to the Company to assign motormen and conductors to front and rear end service as it may elect, provided it does not interfere with seniority of rights and provided the right is not exercised for the purpose of unjustly discriminating against any individual member of the Association.

9. Where a medical examination after the first employment shall be required by the Company, the company shall provide for the same at its expense. In case of objection to the Company's physician, the employee may select some other reputable physician, and the Company shall pay the expense of such examination by such physician provided such cost shall not exceed \$3.00.

10. This contract shall be in full force and effect from the 1st day of February, 1923, and until the 1st day of May, 1924, and from year to year thereafter, unless either party to this agreement desires a change in the contract. Either party desiring a change in the contract after May 1, 1924 shall give notice in writing thirty days prior to the 1st day of May, in any year after the year 1923, and pending any changes this contract shall remain in full force and effect, and if said parties cannot agree upon the stipulations of the desired changes, then all changes in dispute shall be submitted to a temporary board of arbitration to be selected and to act as herein above provided, it being understood that any change in wages shall date back to opening of contract. In the event that either party shall give notice that a change in the contract is desired as provided by Section No. 10 hereof, negotiations by the parties shall be begun within thirty days from and after the 1st day of May succeeding the giving of such notice; and failure to act within thirty days shall forfeit the right for that year.

11. The Company agrees when it re-employs any carmen it will allow them full credit for their years of former service in the matter of wage classification.

12. The placing of men at the car barn of said Company shall be at the discretion of the Superintendent in the accordance of the ability and fitness of each of the employees to do the particular work for which they are assigned. The regulations now in force concerning extra time shall continue. Provided, however, that nothing in this clause is construed so as to retain, if forces are reduced, in preference to older employees. It is also understood that the men laid off during such reductions will be given preference when forces are again increased.

13. The Association agrees that, during the life of this contract, there shall be no sympathetic strikes for any outside cause or grievance, and in case of dispute between the Company and the members of the Association, the Company agrees that it will not

lock out the members of the Association; and the Association agrees that they will not strike but will settle all grievances as provided in this contract. All employees members of said Association shall faithfully comply with the rules and regulations now in force or hereafter made by the Company that are not in conflict with the terms of this contract.

14. No employee unless notified within ten days of the time same came to the attention of Company shall be penalized for any violation or infraction of the rules and regulations of the Company.

15. The Company, in consideration of the covenants and agreements on the part of the Association herein contained, and the faithful performance of each and all thereof; and the faithful observance of all the terms and conditions of this agreement, hereby agrees that the rate of wages during the life of this contract for motormen and conductors now employed shall be as follows:

Class D, 1st year of service.....40¢ per hour
Class C, 2nd year of service.....42¢ per hour
Class B, 3rd year of service.....44¢ per hour
Class A, Over three years.....46¢ per hour

For motormen and conductors hereafter employed the rate shall be as follows:

Class E, 1st year of service.....38¢ per hour
Class D, 2nd year of service.....40¢ per hour
Class C, 3rd year of service.....42¢ per hour
Class B, 4th year of service.....44¢ per hour
Class A, Over four years.....46¢ per hour

For Car Barn men the scale shall be as follows, reduced by three cents (3¢) per hour for each employed:

Day Foreman.....\$130.00 Per month
Shopmen and Linemen.....127.50 Per month
Shopmen and Cleaner.....107.50 Per month
Night Foreman.....125.00 Per month
Day and Night man.....112.50 Per month
Car Cleaner and Watchman.....100.00 Per month

16. The right of Company to adopt and place in service the type of car known as the one-man car is hereby expressly recognized. Members of the Association hereby agree to operate such class of cars provided the rate of pay is five (5) cents an hour above the rate of pay for two man car operation and provided further that seniority rights are not changed.

17. In the event that the United States should become actually engaged in war with any foreign nation, either party hereto shall have the right to

terminate this agreement upon 60 days notice in writing given by the party desiring such termination to the other party. Negotiations for new wage shall commence within 30 days from receipt of such notice.

In testimony thereof the Bloomington and Normal Railway and Light Company has caused this agreement to be signed for it by its General Manager, approved by its Vice-President Executive, and Division No. 752 Amalgamated Association of Street and Electric Railway Employees of America by its President and attested by its Secretary the day and year first above written.

D. W. SNYDER,
General Manager.

Approved, H. E. CHUBBUCK,
Vice-President Executive.
Division No. 752 Amalgamated Association of Street and Electric Railway Employees of America,
By J. W. HART,
President.

Attest: WM. H. VANDERBUR,
Secretary.

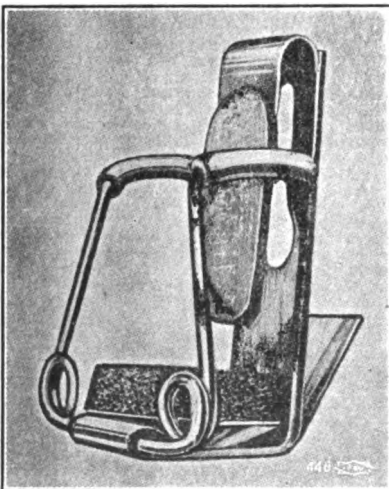
Theories not founded on fact and experience will never make for the progress that a continual demand for the union label, card and button is bound to bring.

Price List of Association Supplies

Official Seal.....	\$5.50
Propositions for membership blanks, per 100.....	.50
Rituals, each.....	.35
Withdrawal cards, each.....	.05
Traveling cards, each.....	.05
Duplicate report books, each.....	2.00
Constitutions, in lots of 100 or more, per 100.....	4.00
Constitutions, in lots of less than 100, each.....	.05
Financial secretary's order book on treasurer.....	.35
Treasurer's receipt book.....	.35
Association badges, rolled gold, each.....	.50
Association badges, solid gold, each.....	1.10
Association buttons, gold plate, each.....	.30
Association buttons, rolled gold, each.....	.50
Association buttons, solid gold, each.....	1.10
Emblem cuff buttons, per pair.....	1.10
Emblem tie clasps, each.....	.70
Association charms, each.....	1.10
Association lockets, each.....	1.75
Cuts of official seal for use on printed matter, plain, each.....	.35
Cuts of official seal, with flag design.....	2.00
Transfer Cards, each.....	.05
Recording secretary's minute books 300 pages.....	1.25
Gilt Seal, per box 50.....	.50
Loose leaf membership ledgers. Ruled and printed on both sides, providing for a 12 year record of the payment of dues by your members.....	
Loose leaf post binder, canvas with leather corners, each.....	4.50
Price of sheets, in lots of less than 100, each.....	.025¢
In lots of 100, or more, per 100.....	2.50
In lots of 500, or more, per 500.....	11.00
In lots of 1000, or more, per M.....	20.00

All orders must be accompanied with express, postoffice money orders or draft. No personal checks accepted. Otherwise supplies will not be forwarded.

Motormen's Non-Magnetic Watch Holder



A practical little holder adjusted for any size watch. May be attached to head of screw in frame of car. Saves motormen's time and promotes "Safety First." May be conveniently carried in pocket when not in use.

Wanted: Motormen and Conductors to act as Agents. Send \$5c in money order or stamps for sample. Sent to any address in United States prepaid. W. C. WILLIAMSON
22 Arber St., E. E. Pittsburgh, Pa.

PILES DON'T BE CUT
Until You Try This
Wonderful Treatment
My internal method
of treatment is the only correct one, and
is sanctioned by the best informed physicians
and surgeons. Ointments, salves and other
local applications give only temporary relief.
If you have piles in any form write for a
FREE sample of Page's Pile Tablets and you will
bless the day that you read this. Write today.
E. R. Page, 307B Page Bldg., Marshall, Mich.

FASHION LETTER

Varied and many are the styles from which one may select a Spring suit or an Easter Gown.

Tiered skirts are shown, as well as others in circular effect, besides the popular "wrap" styles.

Skirts for sport wear and suit skirts are made with straight lines, comfortable width and in length are from 6 to 8 inches from the ground.

Plaited skirts are, as ever popular, especially in knife plait effects.

There are new bolero frocks and box coat and bloused effects in jackets.

Sleeves are wide and finished with close fitting cuff portions. Contrasting effects in suits and dresses are in vogue.

The colors that will sport in the spring sunshine are light and dark gray, brown, navy and the tan shades. White is as always in fashion, and black will hold its own.

Taffeta is being made up into pretty youthful frocks, with semi-fitted waists and full skirts.

Crepes are shown in plain colors in flowered, striped, and other novelty effects.

Lovely bordered silks are made up into separate skirts.

The straight line dress still obtains, and if not always straight the fulness is cleverly arranged. The belt or sash is low and loose.

The latest sport loose coats for wear with separate skirts show bright colors, or are of embroidered material, or braided.

The love of colors is expressing itself largely this season, and most especially in the bandanna or Deauville scarf, which serves to decorate neck, waistline or sleeve as fancy dictates. The "kerchiefs" are worn on hats also, and as collar and cuffs sets for linen frocks.

This is to be a season of silks in all kinds and weaves.

The blouse in its several attractive versions has become an established style. It is at its best over a skirt that is mounted on an underbody, because of its undefined waistline.

Excellent little dresses may be made of wool crepe, for country or town wear.



4323. Child's Dress.
Cut in 4 Sizes: 4, 6, 8 and 10 years. A 4 year size requires 2 yards of 36 inch material. Price 12¢.

4315. Child's Play Dress.
Cut in 4 Sizes: 2, 4, 6 and 8 years. A 6 year size requires 3 yards of 32 inch material. Price 12¢.

4098. Ladies' Apron.
Cut in 3 Sizes: Small, Medium, and Large. A Medium size requires 2½ yards of 36 inch material. Price 12¢.

4302. Ladies' House Frock.
Cut in 7 Sizes: 34, 36, 38, 40, 42, 44 and 46 inches bust measure. A 38 inch size requires 5 yards of 40 inch material. The width at the foot is 2½ yards. Price 12¢.

4304. Ladies' Dress.
Cut in 7 Sizes: 36, 38, 40, 42, 44, 46 and 48 inches bust measure. A 38 inch size requires 5½ yards of 40 inch material. The width of the skirt at the foot is 2½ yards. Price 12¢.

4305. Misses' Dress.
Cut in 3 Sizes: 16, 18 and 20 years. An 18 year size requires 4½ yards or 32 inch material. The width at the foot is 2½ yards. Price 12¢.

4089. Girls' Dress.
Cut in 4 Sizes: 6, 8, 10 and 12 years. A 10 year size requires 3 yards of 32 inch material. For collar and sleeve facings as illustrated in large view ½ yard of 32 inch material is required. Price 12¢.

4322. Juniors' Blouse Dress.
Cut in 3 Sizes: 12, 14 and 16 years. A 14 year size requires 2½ yards of 36 inch material for the Blouse, and 3½ for the skirt. Price 12¢.

FASHION BOOK NOTICE

Send 12¢ in silver or stamps for our Up-to-Date Fall and Winter 1922-1923 Book of Fashions, showing color plates, and containing 500 designs of Ladies', Misses' and Children's Patterns, a Concise and Comprehensive Article on Dressmaking. Also Some Points for the Needle (illustrating 30 of the various, simple stitches) all valuable hints to the home dressmaker.

Send 12¢ in silver or stamps for our UP-TO-DATE FALL AND WINTER 1922-23 BOOK OF FASHIONS.

Send all orders for patterns and catalog direct to the Beauty Pattern Company, Dept. M. C., 1188-90 Fulton Street, Brooklyn, N. Y. Be sure to give number and bust and waist measure for ladies' patterns and number and age for children's patterns.

Where two numbers appear on one design, two patterns are illustrated and 12¢ should be forwarded for each. Ten days should be allowed for delivery of patterns.

Rapid Ready Change Maker

LEVER OPERATED

(Model 1921)

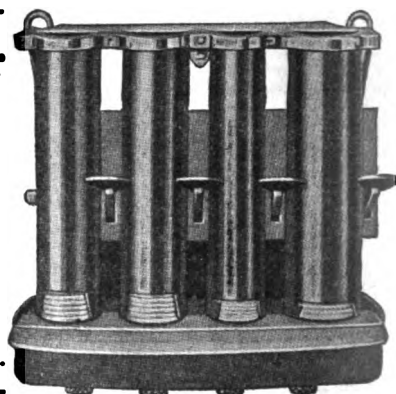
After twenty-five years experience manufacturing change carriers, being the first to originate such a device, we offer our new model, which by a simple adjustment throws ONE to FIVE coins from one or all tubes in any combination wished.

Holds fifty per cent more coins than other makes, with many new features not possible in others, that speed up fare collections. No springs to get out of order, will never rust or tarnish. Agents most cities, where not, will send for \$4.25. One style does for quarters, dimes, nickels or pennies. Our Flip Carrier, so well known is \$2.50 either style, nickels or pennies.

A. F. NELSON, MFR.

Agents wanted
Special prices.

907 N. Front St.,
Harrisburg, Pa.



J. L. LYNCH

MEMBER DIV. 341

MANUFACTURERS OF

Union Buttons, Badges

Banners, Flags

325 N. MADISON ST. 4th Floor
MADISON TRUST BLDG., CHICAGO, ILL.

**TRACTION
UNIFORMS**

UNION MADE

*Write for Catalogue
Samples & Prices.*

**The Fechheimer
Bros. Co.**

CINCINNATI, OHIO.

Don't Wear a Truss

BE COMFORTABLE—

Wear the Brooks Appliance, the modern scientific invention which gives rupture sufferers immediate relief. It has no obnoxious springs or pads. Automatic Air Cushions bind and draw together the broken parts. No salves or plasters. Durable. Cheap. Sent on trial to prove its worth. Beware of imitations. Look for trade-mark bearing portrait and signature of C. E. Brooks which appears on every Appliance. None other genuine. Full information and booklet sent free in plain, sealed envelope.

BROOKS APPLIANCE CO., 1006 State Street, Marshall, Mich.



MR. C. E. BROOKS

TAILORING \$50 to \$100 a Week AGENTS WANTED

Tailoring agents earn \$50 to \$100 a week selling virgin wool tailored-to-order suits and overcoats direct to wearer. All one price, \$29.50. Wonderful values. Rich assortment of fabrics. We furnish 6x6 swatch outfit and free advertising. Protected territory. Commissions in advance. Will train inexperienced men who are honest, industrious, ambitious.

J. B. SIMPSON, Inc., 631 W. Adams St., Dept. 507, Chicago

DIABETES Sugar Disease

No matter how long or severe or what treatment you have taken, send for booklet describing the Dia-Be-Ton Treatment for Diabetes, used successfully at home in thousands of cases, many of which were considered incurable. Highly recommended by grateful sufferers and eminent physicians. Postal will bring booklet. Write today.

BAUER PHARMACAL CO.
821 W. Chicago Avenue Dept. 24 Chicago, Ill.

UNIFORMS

Detroit Regulation
Motorman and Conductor's

Standard-weight, fast-color serge of guaranteed dependability

Formerly \$28.50—now

\$25

Union-made, expressly for M. U. R., D. U. R. and M. O. car men. Three-ply properly padded, shape-retaining coat fronts; linings of best sea-island cotton; chamois arm-pit sweat-shields; closely woven drill or duck non-sagging pockets. (Conductor's suits leather trimmed at points of wear.) We'll fit you—whether tall, short, slim, stout or extra large.

Extra fine quality serge. Uniforms
\$33.75

Clayton's

Clothing Hats Furnishing
Michigan at Shelby since 1883

AGENTS: \$6 PER DAY AND UP

Selling concentrated, non-alcoholic food flavors. Always fresh. Put up in collapsible tubes. Ten times the strength of bottled flavors. Guaranteed under U. S. pure food laws. All flavors. Sells in every home. Used every day. Not sold in stores. Big demand. Big repeat. 100% profit.

Men or Women

can make big money. Hunt sold over \$200 in one month. You will find this a big, easy seller and a sure repeater. Must satisfy customers or money back. Write for territory and sample outfit. Get a big line of customers. Get repeat orders every month and have a steady income. Write quick.

American Products Co.
902 E. 12th St., Cleveland, O.



ACT
QUICK
WRITE
TO-DAY

Ford Runs 57 Miles on Gallon of Gasoline

A new automatic vaporizer and decarbonizer, which in actual test has increased the power and mileage of Fords from 25 to 50 per cent and at the same time removes every particle of carbon from the cylinders is the proud achievement of John A. Stransky, 3473 South Main Street, Pukwana, South Dakota. A remarkable feature of this simple and inexpensive device is that its action is governed entirely by the motor. It is slipped between the carburetor and intake manifold and can be installed by anyone in five minutes without drilling or tapping. With it attached, Ford cars have made from 40 to 57 miles on one gallon of gasoline. Mr. Stransky wants to place a few of these devices on cars in this territory and has a very liberal offer to make to anyone who is able to handle the business which is sure to be created wherever this marvelous little device is demonstrated. If you want to try one entirely at his risk, send him your name and address today.—Adv.

GO INTO BUSINESS YOURSELF

Get out of the salaried class. Be independent of your job. Big new uncrowded field offers unlimited possibilities for making BIG money in every town or city. Make \$100 and more weekly as Floor Surfacing Contractor. Every floor, old or new, is your prospect. Experience unnecessary. "American Universal" electric machine does work of six men, assuring BIG profits. Positive guarantee and 5-day trial offer protect you. Write today for complete details of what others are doing.

AMERICAN FLOOR SURF. MACH. CO.
565 S. St. Clair St. Toledo, Ohio

Cured Her Rheumatism

Knowing from terrible experience, the suffering caused by rheumatism, Mrs. J. E. Hurst, who lives at 508 E. Olive St., C-611, Bloomington, Ill., is so thankful at having cured herself that out of pure gratitude she is anxious to tell all other sufferers just how to get rid of their torture by a simple way at home.

Mrs. Hurst has nothing to sell. Merely cut out this notice, mail it to her with your own name and address, and she will gladly send you this valuable information entirely free. Write her at once before you forget.

FREE FOR Bladder Weakness

To introduce PRO-GLANDIN (tablets), embodying a wonderful European discovery for Bladder Weakness and Prostate Gland Troubles that cause you to get up nights, we will gladly mail a complete 50-cent Pkg. FREE. PRO-GLANDIN acts quick. It is entirely harmless.

Used where all ordinary treatments fail. Send no money but just your address and receive the Free 50-cent Pkg., postpaid, ready to use for your own comfort and prompt benefit.

H. S. WORTH, 74 Cortlandt St., NEW YORK



Delivered to you Free

for 30 days trial on approval. Your choice of 44 Styles, colors and sizes of the famous Ranger Bicycles. Express prepaid. Low Factory-to-Rider Prices.

12 Months to Pay if desired. Many boys and girls easily save the small monthly payments.

Tires, wheels, lamps, and equipment at half retail prices. Write for remarkable factory prices and marvelous offers.

Mead Cycle Company Dept. 1245 Chicago



Write us today for free catalog

TO STOP WORKING

With an annual income to meet your needs, is what you want and can have. Others are doing it, and you can by putting your spare dollars where they will grow like good seed in good ground, bring back an hundredfold or more every year. No scheme, square business. It's all in knowing HOW, WHEN, and WHERE. Send for our Free Book, "THE AVOCADO." Nature's perfect food product, that is making poor men rich. SQUARE DEAL L. & D. CO., 1130 W. Flagler St., Miami, Florida.

Good Luck and Happiness

I will tell you FREE

Under which Zodiac Sign were you born? What are your opportunities in life, your future prospects, happiness in marriage, friends, enemies, success in all undertakings and many other vital questions as indicated by ASTROLOGY, the most ancient and interesting science of history?

Were you born under a lucky star? I will tell you free, the most interesting astrological interpretation of the Zodiac Sign you were born under.

Simply send me the exact date of your birth in your own handwriting. To cover cost of this notice and postage, enclose ten cents in any form and your exact name and address. Your astrological interpretation will be written in plain language and sent to you securely sealed and postpaid. A great surprise awaits you!

Write now—TODAY—to the

ASTA STUDIO, 309-209 Fifth Ave., New York



THE PEOPLES STATE BANK

MEMBER FEDERAL RESERVE BANK

Capital, Surplus and Undivided Profits \$14,000,000



Twenty-six branches conveniently located bring the service of this great institution directly to your door.

BRANCHES

HARPER AND TOWNSEND
7679 JEFFERSON WEST
BAKER AND TWENTY-THIRD
MICHIGAN AVENUE AND JUNCTION
MICHIGAN, CORNER ADDISON
WARREN AVENUE AND THIRTIETH ST.
GRAND RIVER AND BROOKLYN
GRAND RIVER AND HOLMUR
CLAIRMOUNT AND LINWOOD
1523 WASHINGTON BOULEVARD
WOODWARD, CORNER PIQUETTE
OAKLAND AND KENILWORTH
WOODWARD AND ALEXANDRINE

FERNDAL AND LAWNDALE
HASTINGS, CORNER ERSKINE
GARFIELD, CORNER RUSSELL
RUSSELL, CORNER LYMAN
GRATIOT, CORNER RIOPELLE
CHENE, CORNER MILWAUKEE
CANTON, CORNER GRATIOT
FISCHER, CORNER GRATIOT
MACK, CORNER BALDWIN
FOREST AND CADILLAC
KERCHEVAL AND LAKEVIEW
JEFFERSON, CORNER BENITHEAD
TWELFTH AND SEWARD

To be well dressed and
neat in appearance, order

BATCHELDER MADE UNIFORMS



QUALITY & STYLE MAKE
BATCHELDER MADE UNIFORMS
A SOURCE OF SATISFACTION
TO EVERY WEARER.

For Sale by Dealers

WRITE FOR SAMPLES

FRED M. BATCHELDER CO.

120 HARRISON AVENUE
BOSTON

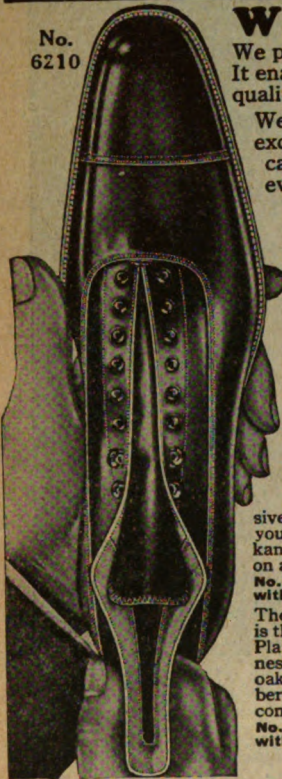
Stanford Library
MAR 15 1923

The MOTORMAN AND CONDUCTOR

"Freedom Through Organization"



SEND \$1⁰⁰ WITH YOUR LETTER

No.
6210

We Don't Want You to Pay Cash

We prefer to have you experience our monthly payment system. It enables the man with an average income to buy the better quality which he knows is real economy in the end.

We have every clothing requirement for men and boys in an excellent quality and we want the privilege of sending our catalog to you free with the shoes. Six months to pay on every article we sell.

Genuine Kangaroo

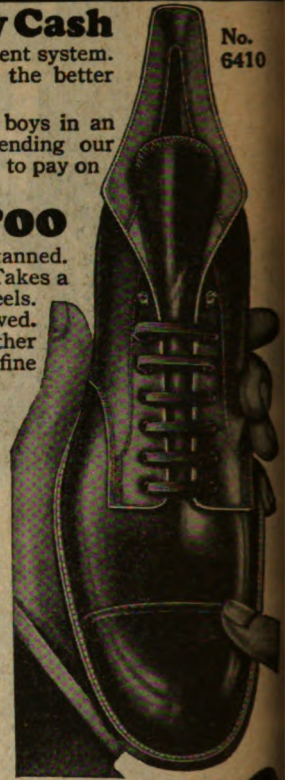
The finest upper leather for dress shoes that is tanned. Finer and softer than kid. Tough as hickory. Takes a polish like patent leather and never scuffs or peels. Finest heavy single oak sole Goodyear welt-sewed. Goodyear "Wingfoot" rubber heels. Full leather trimmings throughout and every detail of fine shoe-making.

The Admiral "solid comfort" last shown on the right we consider the finest foot-fitting last ever produced. We guarantee both wonderful comfort and dressy appearance. The kangaroo leather in this Admiral last we have sold to many thousands of men who could hardly believe that we offered the genuine article at this low price. Such shoes are generally sold in exclusive boot shops at \$12.00 to \$18.00 a pair. Let us prove to you what a wonderful dress shoe and comfortable shoe the kangaroo is. We only ask the privilege of sending a pair on approval for free examination.

No. 6410—Genuine Kangaroo—Sizes 6 to 11. Only \$1 with order. If thoroughly pleased pay \$1.25 a month **\$7.45**

The Banker last to the left you'll say is rightly named for it is the famous straight last of the bankers and business men. Plain fine stitching with absolutely no perforation or fanciness. Dignified and extremely dressy looking. Finest single oak sole Goodyear welt-sewed. Goodyear "Wingfoot" rubber heels. Genuine leather trimmings and the finest shoe construction throughout.

No. 6210—Genuine Kangaroo—Sizes 6 to 11—Only \$1 with order. If thoroughly pleased pay \$1.25 a month **\$7.45**

No.
6410

Neat English Last

Its beauty is in its plain lines and medium toe which many men prefer.

No. 8210
Give
Size.

\$5.45

Handsome cordovan shade uppers with perfectly plain neat stitching. "Wingfoot" rubber heels and high grade oak sole genuine welt sewed. Sizes—6 to 12.

Most popular of latest square toe models, both for comfort and dress. Four rows of stitching and neatly pinked vamp and tip. Cordovan shade soft uppers and single oak sole Goodyear welt-sewed.

A shoe to be proud of. "Wingfoot" rubber heels free.

Sizes:
6 to 11



No. 8110
Give size.
\$5.45

One of the handsomest perforated patterns. Latest round toe shape. Rawhide white sole between welt and outside to help make waterproof. One of our finest quality oxfords, sizes—6 to 11.

\$6.75



Semi
Brogue
No. 8110
Sizes 6 to 11

THE CLEMENT COMPANY.

1550 Indiana Avenue, Chicago, Illinois

Gentlemen—Enclosed find \$1.00 as first payment for which please send me a pair of shoes as noted below. If shoes are as you say, I agree to send \$1.25 each month until paid for—otherwise I will return in 48 hours, you to refund my \$1.00 and return postage.

Style No.....Size.....Leather.....

Name

Address.....

Employed by.....

Get your name on our big list of satisfied customers and receive immediately our Big Money Saving Catalog of men's and boys' clothing—just off the press. Start right now to save money on quality wearing apparel.



We Guarantee Fit Send us your exact size you know it. If not, an outline of your stocking foot drawn on a piece of paper by tracing a pencil around the stocking foot. This assures you a perfect fit.

Our iron clad guarantee is backed by 15 years successful merchandising of quality clothing for men and boys. Every article we give you satisfactory service or we agree to replace free or make a reasonable adjustment any fair minded man will ask. Order approval—today.

The Clement Company
1550 INDIANA AVE.-CHICAGO, ILL.



Style No. 20

Wear Better Uniforms

BY putting your trust in a Bloch Uniform of quality you insure yourself against dissatisfaction.

Twenty years of knowing how has enabled us to offer Traction men everywhere the best uniform that money can buy.

Strength in every part that has a strain, materials of proven long-wearing value, design and tailoring of a superior quality that assures every customer the comfort and appearance he enjoys.



Ask your dealer for a Bloch Uniform of Quality. It will pay.

The
Bloch
Company
Cleveland, O.

*Send me, free, a
Trolley Jim Time Book.*

Name _____

Address _____

The Bloch Company
Uniforms of Quality
Cleveland - Ohio



The **Motorman and Conductor**



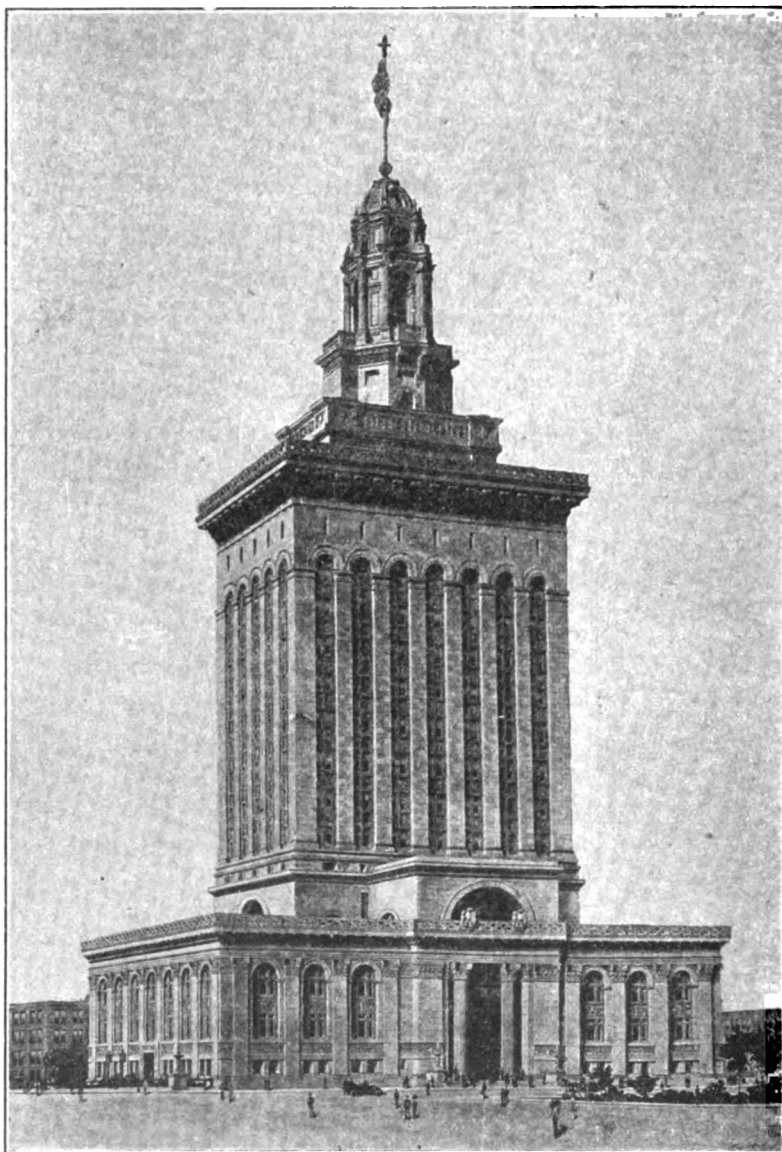
Vol. 31

DETROIT, MICHIGAN, APRIL 1923

No. 5

Published monthly by the Amalgamated Association of
Street and Electric Railway Employees of America,
W. D. Mahon, President,
260 East High Street, Detroit, Michigan

Entered at the Post Office as Second Class Matter. Accepted
for Mailing at special rates of postage provided for in Sec-
tion 1103, Act of October 3rd, 1917, authorized July 2, 1919
Subscription Price - - - - - 75c



CITY HALL, OAKLAND, CALIF.

Oakland, Calif., is the city in which the 18th Convention of the Amalgamated Association will be held, beginning September 10. Oakland is one of the most interesting cities upon the American Continent. It has a population of some 225,000 souls. It is the

County Seat of Alameda County and is located on the continental side of San Francisco Bay, and is chief of the seven Mainland cities, constituting a community of 340,000 population. The Board of Commerce gives the following description: Three transcontinental railroads traverse the three great valleys that lead into the mountains. In Berkeley, adjoining Oakland on the North, is the University of California, the largest in the world in point of attendance. Joaquin Miller, the poet of the Sierras, was inspired to write of Oakland, as "Roseland,

Sunland, Leafland, wide crescent in walls of stone." The oft quoted poem concludes with the line, "Not far along lies Arcady." The City Hall is reputed to be a two Million Dollar, white granite structure, and is one of the greatest, most modern and efficient municipal buildings on the continent. Oakland is the Western terminus of the Transcontinental Lincoln Highway. The Skyline Boulevard, traversing the crest of the mountains that rim Oakland, is accounted by Baedeker's as the finest scenic drive in America.

WAY TO CO-OPERATION AS PRESENTED BY A SUCCESSFUL STREET RAILWAY MANAGER

Address of Assistant Manager George E. Pellissier of the Holyoke, Mass. Street Railways Delivered February 8, on the Subject, "Co-operation," at a meeting of the New England St. Ry. Club Held in Boston, Mass.

The usual definition of co-operation is the "act of working together to one end or to promote the same object" but as applied to industrial relations, a moment's reflection serves to show that this definition is just as applicable to slavery as it is to a voluntary partnership or association in which each individual has the same or equal rights and for this reason it is necessary to differentiate between voluntary co-operation and compulsory co-operation.

I mention this because there seems to be such a diversity of opinion as to what constitutes co-operation, not only among the laboring classes but among executives and employers of men varying all the way from the idea on the one side of the communist who feels that co-operation means an equal division of authority and of the proceeds of collective effort without regard to what proportion he has contributed to the idea of the employer or executive who feels that co-operation means the doing by all those associated with him of that which he wishes them to do without question, without consideration of its effect upon themselves or perhaps without any other reason than he desires them to do it.

What, therefore, sometimes is called lack of co-operation may really be unwillingness to submit to compulsory co-operation and what may sometimes be (mistakenly as I look upon it) called co-operation is really only submissive obedience without that spiritual enthusiasm which, to me, is the very essence of co-operation, and in many instances I believe that misunderstandings and strife could be attributed to the lack of a clear conception of the difference between voluntary and compulsory co-operation.

In any analysis of the problem one of the first questions which naturally arises is the necessity for co-operation.

There are many in all walks of life who believe or at least profess to believe, that they are self sufficient and that they are

beholden to no one for what they need, what they have or what they are but, again, a moment's reflection will serve to show that under the conditions of modern society and civilization the average individual is more dependent for his existence, not to say his welfare, on the co-operation of his fellowman than the very savage in the wilderness and is less able to meet the daily demands of his life. Omitting, if you will, the necessity of co-operation to bring mankind through the period of childhood, the great majority of men would survive but a short time if complete self dependence were imposed upon them.

While it may not be very flattering to our vanity to admit it, how many of us could make the clothes we wear or produce alone the food we eat? Of what value would the knowledge of a scientist be if no one would use it? Of what use the knowledge and skill of a physician if no one would avail themselves of it? Of what use a captain without a ship, of a general without soldiers, of an executive without workers?

Each is necessary to the other and the accomplishment of each will in the final analysis be determined by the measure of co-operation which is attained.

Granted, then, that co-operation is not only desirable but absolutely essential under the conditions of our present civilization, the second question that arises is, which is preferable, voluntary co-operation or compulsory co-operation? While with many, to ask this question is to answer it; to others there are weighty arguments on both sides. It cannot be denied that great things, at least in a material way, have been accomplished by compulsory co-operation. Many might be emunerated but one which is fresh in the minds of us all, is the building up of the German Empire and the mighty effort put forth by the German nation during the World War.

On the other hand, the same great conflict gave us a good example of voluntary co-operation, not only of the individuals of one nation where the spiritual enthusiasm amounting almost to exultation exemplified in the phrase "They shall not pass" was sufficient to overcome tremendous physical and material handicaps but in the voluntary co-operation of a number of nations made up of many different races but all imbued with the same indomitable spirit and resolve that a certain task had to be done no matter what the cost or the difficulty.

Given a stolid, persevering and unimaginative people, particularly if they are of a low order of intelligence, it is probable that with capable direction more can be accomplished not only in a material but in a spiritual way under compulsory co-operation than under voluntary co-operation, because their actions are governed by their material rather than their spiritual desires; while with an alert, energetic and imaginative people there is no question but that more can be accomplished through voluntary co-operation nor is there any question that such people are capable of rising to greater heights of accomplishment than those first mentioned.

However this may be; in a country like ours where every individual believes and is taught to believe from childhood that he is at least the equal if not the superior of every other individual, it seems to me foolish to discuss either in the abstract or the concrete, the desirability or possibility of introducing compulsory co-operation, although in my opinion, it cannot be denied that there are many people among us who have not yet arrived at that stage of development where voluntary co-operation may be expected.

I shall not attempt to show therefore, how to obtain compulsory co-operation other than to point to slavery such as obtained in the South prior to the Civil War and to economic pressure such as obtained in China or in India where the struggle for a mere existence is so keen as to leave death the only alternative to compulsory co-operation, but will confine my remarks to the methods of obtaining voluntary co-operation.

The Human Element Requisite

In order to obtain the voluntary co-operation of your fellowmen, in my opinion, you must first be human. If you are convinced that labor is a commodity the same as any merchandise in which the law of supply and demand governs the price, it seems to me you immediately make it impossible to obtain voluntary co-operation because such a conviction justifies compulsory co-operation, even to the point of slavery and must necessarily, if carried to its logical conclusion, lead to it.

If, however, you are convinced that all men are, first of all, human beings subject in a more or less degree to the same emotions, desires and aspirations and as such are entitled to consideration, sympathy and a fair proportion of the proceeds of their labor, it seems to me you immediately make it possible to obtain that voluntary co-operation which arises from the latent spiritual enthusiasm possessed by every man and which only awaits the opportunity and incentive to display itself.

The first requisite, naturally of an executive who desires to inspire men with enthusiasm, loyalty, devotion to duty and to develop imagination and initiative, is that he not only possess but display those qualities himself and particularly is it necessary to develop the imagination even in the most humble laborer if you wish to obtain the best there is in him.

In street railway work if you please, there is a great difference between the attitude and accomplishment of a switch greaser who feels that he is only greasing switches for a living and the one who feels that he is a vital part of an organization which is furnishing transportation. How many times have you heard some executive decrying the lack of respect for authority, the lack of enthusiasm and of loyalty on the part of the men to the organization to which they belong, who, himself, thinks nothing at all of violating some law, if it does not happen to please him, such as the Prohibition Law for instance, and who has lost all enthusiasm for and devotion to his work and who will not hesitate to tell you that the business he is connected with is going to smash.

Unless the leader is enthusiastic, optimistic and courageous particularly in times of stress, is it reasonable to expect that the other employees will be? The argument is sometimes advanced that a busy executive does not have the time to come in contact with the rank and file of the employees but I believe that he should take the time, and further, that he owes it to the organization he controls and the industry he is in, to cultivate the acquaintance of those associated with him, so that he may disclose or display the qualities of leadership he possesses, to give them confidence in that leadership, to fire their imagination and to create the desire to do their part, whatever it may be, to attain the desired result.

This is particularly true in an industry like ours where from one half to two thirds of the gross revenue is paid out directly to labor. From the view point of financial results alone I believe that the devotion of a greater proportion of the executives' time to the personnel of the organization would be justified.

Subordinates Often Unqualified

In many instances where there has been lack of co-operation I believe it could be traced to actions of subordinates who, perhaps without the knowledge of the executives, were abusing their authority or who were not fitted to exercise the authority delegated to them. Men selected to have authority over others should first of all have the knowledge and training to direct the work entrusted to them, but what is more important should have those qualities which go to make character; self control, tact, sincerity, loyalty and sympathy which, coupled with the determination to see that every man subject to his authority will get a fair deal will command not only the respect of those who are worthy of it but also of their admiration and affection.

How many times has it happened that men (and this applies through the entire organization) have advanced good ideas or suggestions only to be ignored or perhaps told to mind their own business and later see those same ideas used and exploited as original by the very ones who had refused to accept them?

Another common failing is never to say a word of appreciation for the 99% that is done well and to exaggerate out of all

proportion the 1% that is done wrong. How much better it is to express some recognition of the things that are done well and then to point out the thing which might be done better and the way to do it better.

It is my belief that the results obtainable from any organization dominated by one or two individuals no matter how capable they may be are not comparable with those obtainable from an organization composed of men each selected and fitted for the position he holds and willing to subordinate their individual ambition for team work.

Loyalty Stimulated by Organization

Probably there are some even among you who think, if they do not say, that the foregoing may be all right in theory, assuming it would be possible for the executive to deal with men individually but that in practice, the labor organization precludes the possibility of obtaining co-operation. Those I would ask not to forget the tremendous changes which have revolutionized industry in the past century and which are to a great extent responsible for this condition. When the conditions of industry were such that nearly every man could see the finished products of his labor, it was not difficult to arouse that pride of accomplishment to which I have referred, but today when men are merely parts of a creative machine in which the individual work of each one almost loses its identity, it becomes necessary to foster and develop pride in the final product of the entire organization.

The fact that men are loyal to their own organizations is convincing proof to me that they are just as capable of intense loyalty as ever, and that it is a reflection either on the industry of those controlling it if this loyalty has been lost.

To me, loyalty to a labor organization is no more inconsistent with loyalty to a business organization than loyalty to one's wife is inconsistent with loyalty to one's mother. I see no good reason why a labor organization should not be a constructive factor in obtaining loyalty and co-operation and believe it will be as soon as it is fully recognized that labor has just as much right to act collectively as has capital, provided that each is willing to assume the obligations which go with those rights and which are all summed up in the golden rule. "Whatsoever ye would that men should do to you, do ye even so to them."

The greatest contentment and happiness in life comes from service, contributing to the welfare and happiness of others and not from the mere accumulation of dollars for one's self. I believe that those who seek to obtain the fullest co-operation on the dollar basis alone are doomed to disappointment, although this does not and should not imply that a fair division of the proceeds of collective effort does not play an important part in this problem.

The Bonus Plan

I had contemplated stopping here but changed my mind after reading an article which appeared in the New York Times last Sunday setting forth the views of

George Eastman of the Eastman Kodak Company, bearing on this subject as given in an interview for that paper. Owing to the fact that the views expressed are almost diametrically opposed to my own I felt that it might be of interest to quote extracts from that article with the recommendation to those interested in the subject to read the whole article. Mr. Eastman says:

"You ask what is the solution to the problem of gaining the co-operation of employees. You know as well as I do that there is no answer to that."

"In the growth of the Eastman Kodak Company more were responsible than just the heads. The men on the bench had done their share of good work. They were continuing to do it. It was impossible to go to every man and shake him by the hand and tell him with tears in my voice that I was grateful and appreciative. First of all, I didn't want to do it; secondly, the men don't want that sort of thing. Their service, to me, meant dollars and cents. * * The thing to do, then, was to give them something that they could appreciate."

After outlaying his bonus plan, he continues:

"That is the something extra that the man working in another firm doesn't get. That is his share in the profits of the company which he helped to earn. The same sense of belonging to and arousing an interest in the health of the organization comes from the stock distribution and purchasing plans. In 1917 I felt that the wealth of the company warranted something more than the wage dividend. Besides, I wanted to do something personal to make the men in the organization who had been there for years feel and know that I was not unmindful of the good service they had given. * * * Ten thousand shares of personal stock were distributed among the old employees, men who had worked for the organization for two years or more."

He further states:

"As conditions change, requirements for the happiness of the workers change. What made a man satisfied with his job ten years ago won't satisfy him today."

I shall quote only one more paragraph because it illustrates a point to which I wish to refer later. He says in this paragraph:

"I worked in a bank when I was a young man. I had worked for many years, I started when I was fourteen, when I left school and got me a job at \$3.00 in an insurance house. The world seemed a good place to me when I was keeping tabs of dollars and cents and enjoying my leisure taking pictures and thinking up ways and means of how to improve them. And then something happened. My superior, whose assistant I was, left the bank. I had done a good deal of his work; I was fully conversant with it. The thing that I expected, the thing my co-workers expected was that the promotion would be given to me. It wasn't. Some relative of one of the bank directors was brought in and placed over me. It wasn't right. It wasn't fair. It was against every principle of justice. I stayed for a short while longer and then left."

Now I am not going to try and convince you as to which of these ideas of getting co-operation is the better but I do want to call attention to some inconsistencies in this argument by asking a few questions, allowing you to answer them for yourselves.

1. What are the fundamental differences in industry that make the methods which are successful in obtaining co-operation in one industry a failure in another, if the principles involved in getting co-operation are correct?

2. If dollars and cents could get co-operation and satisfied men ten years ago, why doesn't it now?

3. If it is felt that men should receive a fair proportion of what they produce, why

not give it to them in wages instead of in bonuses?

4. Is it doing something personal, to grant a man that which you acknowledge is his?

5. What happens when the condition of business is such that it is impossible to give something that competitors do not give in the way of a bonus?

6. What happens if, on account of business conditions the employees receive a bonus this year and next year when they work harder they receive none?

7. Is the distribution of bonuses conducive to the development of that voluntary co-operation which arises from the knowledge that the proceeds of collective effort are distributed equitably in wages?

8. Does the distribution of largesse take the place of personal contact and acquaintance and its humanities?

9. What is the "something else" that engender the respect and loyalty of his employees?

10. Was it the fact that he did not receive a bonus or was it because he did not receive recognition for accomplishment that led him to quit his first job?

11. Is it always right and fair to promote a man because he, himself, feels he has the qualifications for the job higher up?

12. If you don't know your men, how is it possible to obtain a fair estimate of their qualifications?

13. Is there any such thing as justice without knowledge?

It is our belief that the best product of any organization is men, and that the really great things in the history of the world have not been done for money, that the greatest inducement to accomplishment is not money.

Some may say that this is idealism and is impractical in business, is visionary, but it is in my opinion that there is too little idealism in business, that there is a difference between having vision and being visionary.

To give a practical example of the idea which I have tried to convey I am going to quote the following extracts from our local papers:

Holyoke's Championship

The Holyoke Street Railway Company merits congratulations and praise because of the success attending its methods of keeping open traffic during snow and ice storms such as we have had in the past 48 hours. A striking contrast was in evidence yesterday. On our side of the dividing line up the river, there was no traffic at all while on the other side the Holyoke cars ran regularly all day. The Holyoke company's mileage in tracks is 72, yet throughout those 72 miles yesterday, there was business as usual; if not as usual, it was nearly normal.

It was a fine achievement in Holyoke management. The storm Wednesday night made traffic conditions difficult. The temperature rose above the freezing point after the snow fell and in many places water immersed the tracks. But thereafter a

freezing temperature prevailed and rails were frozen in solid ice. * * * Judging by such information as is available, the Holyoke company is constantly prepared for these emergencies. It always has plenty of salt and sand on hand. It evidently has snowplows enough; it has trained crews ready to man them and the work of the crews is carefully organized by districts. The Republican feels obliged to award the championship in trolley management to the Holyoke Company.

Holyoke Street Railway Company Commended

Mayor Cronin calls attention to manner in which lines were kept open during storm.

Holyoke, Jan. 27. The Holyoke Street Railway Company were the recipients today of a public commendation from Mayor Cronin on their excellent work in keeping open the various lines that come under their control during the recent heavy snows. The statement of the mayor follows: "I wish to commend the Holyoke Street Railway Company for the efficient manner in which they kept their tracks clear so that all lines were kept moving, service was continued and all cars running practically on schedule. Both officials and employees have rendered a great service to the city of Holyoke."

Another Deserved Bouquet for the Trolley Company's Good Storm Work

The executive committee of the chamber of commerce has whole-heartedly indorsed the action of President A. J. Osborne in calling attention and publicly expressing the appreciation of the extraordinarily splendid work done by the Holyoke Street Railway Company in maintaining uninterrupted trolley service during the severe weather of this winter."

I am sure that I am expressing the true sentiment of our men when I say that if they had their choice of a paltry bonus or this public recognition of duty well performed they would not hesitate a minute in choosing the latter and that money alone would not have induced some of them to perform the tasks which they did.

The framers of the constitution of the United States never intended that the Supreme Court should have the power to declare a law of Congress unconstitutional. That is made clear by the proceedings of the constitutional convention and the power is not expressed in the instrument itself. Repeated attempts were made to insert such a provision but the proposal was as often decisively defeated. In creating this government of, by and for the people, the convention could not have committed to the hands of mere appointees of the president, who were irresponsible to the people, the paramount power of declaring invalid laws enacted by the Congress and signed by the president.—Justice John Ford, New York Supreme Court.

Increased demands for union labels, cards and buttons are indications of trade union education and progress.

ELUSIVE OF FACTS

President Emeritus Elliott, of Harvard University, is quoted in so-called "Tulley Talks" handed out through newspapers to the people of Buffalo, as saying: "In these days a gift for accurate, frank, persuasive speech enters very much into the successful management of large bodies of men. You will find a striking instance of it in the Co-operative Management Plan * * * which Mr. Mitten has been developing * * *. Mr. Mitten took charge of the Rapid Transit Company (Philadelphia) at a time when there was a bad strike on. * * *. In 12 years he has built up out of thousands of union members, who may still belong to unions if they like, a body of employees that understand thoroughly what genuine co-operative management means and what its objects are, and who are enthusiastically devoted to Mr. Mitten's Plan. * * *. Mr. Mitten's Plan contains every known device for developing sound relations between employees and employers, namely, good wages and working conditions," etc.

This Statement is as elusive of the facts as misunderstandings or even intent can work. In the first place when the Mitten Management took charge of the Philadelphia Street Railway properties there was no strike on. Of the 7,000 platform men there were less than half of them who were members of the union and through internal strife, which was taken advantage of by Mr. Mitten, this element was destroyed, and Mr. Mitten's so-called Co-operative Management Plan was imposed upon a combination of employees that as a vast majority were non-union. The only individuals who permitted the use of plain talk were Mr. Mitten, himself, and his associates.

The employees had a plan placed before them, which has been erroneously called a Mitten Plan, but which has existed as a union destroying plan so long as employees of street railways have been organized. It was merely the employers' plan of forcing a relief association upon the employees, the same as existed in Grand Rapids, Mich., Baltimore, Md. and many other places, which unorganized street railway men were compelled to join in order to get or retain employment. The stock buying proposition by employees that was associated with the Philadelphia Street Railwaymen's Relief Association has been a policy followed by many street railways intermittently, ever since they were instituted. It was found to exist in Chicago at the time those employees were organized; in Buffalo, when the Buffalo men were organized; in Philadelphia before Mitten arrived on the scene, and its use was attempted in Pittsburgh to destroy organization, but failed there, although the so-called relief association was imposed upon the employees. It exists in Indianapolis, Minneapolis, St. Paul and various other cities. The scheme of requiring employees to purchase stock was found to be profusely insisted upon in Kansas City when those men were organized. Even in Detroit more than 20 years ago this stock purchase

solicitation was made to the employees of the street railways then in operation. On the Michigan United Railways there are employees who now own worthless stock purchased years ago at a time when the management of the company was endeavoring to impose the so-called Mitten Plan upon those employees. It is actually ridiculous to assume that the Philadelphia street railway employees will ever own anything like a controlling share of stock in that property, even though stock may be purchased through group action.

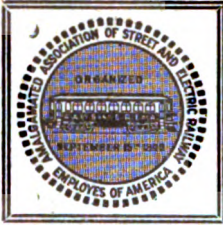
An illustration of management control under the so-called Mitten Plan became very visible when several hundred Philadelphia street railwaymen were conscripted by the Mitten Management to serve as strikebreakers in Buffalo. Even Professor Elliott must admit that the average wage worker does not volunteer to scab another man's job. Even Professor Elliott himself wouldn't do it. The fact is that Mr. Mitten's much paraded Mitten Plan is no more nor less of a plan than is developed in the mentality of employing managements that recognize that the only wage control to obtain to employees must be through organization and thus plan in every conceivable way to deny to employees the right of organization.

The "good wages and good working conditions" which is quoted from what Professor Elliott says, came to the Philadelphia men by the design of Mr. Mitten to dissuade the Philadelphia men from organizing by a "frank, persuasive speech" of Mr. Mitten that the Philadelphia men would receive the wages fixed through the efforts of the four union groups of street railway men in Buffalo, Chicago, Cleveland and Detroit, a feature that presumably was not brought to the attention of and explained to Professor Elliott. This frank statement, however, is not now being carried out, and in six months the Philadelphia men will fall below the average union scales that will prevail in Chicago, Detroit and Cleveland.

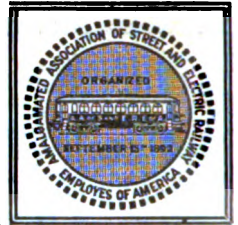
There is no greater faking theory upon which to solve the labor problem than the so-called Mitten Plan. That it denies the right of organization and withholds recognition of that right, is exemplified by the attack of the Mitten Plan upon the Organization of Buffalo Street Railwaymen.

The decision of the Court of Appeals of New York State that sustained Mayor Schwab in his right to declare an emergency and license jitneys, shows the illegal methods of the Buffalo Street Railway Management in its persistent endeavor to deny to employees the right of organization. There is little question but that the attorneys of the International Railway Co. well knew that the injunction obtained from Judge Pooley was illegal. However, laws are not allowed to stand in the way of the purpose of the I. R. Company when its purpose is directed in antagonism of organization.

Patronage of union labels is like good humor, a very good habit.



The Motorman and Conductor



Official Journal of the Amalgamated Association of Street and Electric Railway Employees of America
PUBLISHED BY THE ASSOCIATION
Monthly, at 260 E. High St., Detroit, Mich.
W. D. MAHON, President
EXECUTIVE COUNCIL

W. D. MAHON	International President
WM. B. FITZGERALD	First Vice-President
P. J. O'BRIEN	Second Vice-President
W. S. McCLENATHAN	Third Vice-President
WM. F. JENNINGS	Fourth Vice-President
FRED A. HOOVER	Fifth Vice-President
GEORGE A. DEAN	Sixth Vice-President
P. J. McGRATH	Seventh Vice-President
FRANK O'SHEA	Eighth Vice-President
THOMAS F. SHINE	Ninth Vice-President
ALBERT E. JONES	Tenth Vice-President
JAMES LARGAY	Eleventh Vice-President
J. B. WILEY	Twelfth Vice-President
M. J. MURRAY	Thirteenth Vice-President
C. U. TAYLOR	Fourteenth Vice-President
L. D. BLAND	International Treasurer
GENERAL EXECUTIVE BOARD	
EDWARD McMORROW	A. H. BURT
MAGNUS SINCLAIR	WILLIAM F. WELCH
P. J. SHEA	J. B. LAWSON
JOHN H. REARDON	WM. B. FITZGERALD
R. L. REEVES	Secretary

Correspondents will please address all communications for publication to R. L. REEVES, Editor.
Subscriptions payable to W. D. Mahon, President.

Subscription Single Copy, 10 cents.
Per Annum, \$.75

ASSOCIATION Articles of Constitution

Section 1. The objects of this Association shall be to organize Division Associations.

Sec. 2. To place our occupation upon a high plane of intelligence, efficiency and skill; to encourage the formation in Division associations of Sick Benefit Funds; to establish schools of instruction and examination for imparting a practical knowledge of modern and improved methods and systems of transportation and trade matters generally; to encourage the settlement of all disputes between employer and employes by arbitration; to secure employment and adequate pay for our work; to reduce the hours of daily labor and by all legal and proper means to elevate our moral, intellectual and social condition.

Unsigned communications cannot be published. Names of correspondents will not appear with their products unless by special permission of the correspondent. Matter for publication should be in not later than the 2nd of the month, and should be written on one side of the paper.



STATEMENT OF THE OWNERSHIP, MANAGEMENT, CIRCULATION, ETC., REQUIRED BY THE ACT OF CONGRESS OF AUGUST 24, 1912

Of the MOTORMAN AND CONDUCTOR, published monthly at Detroit, Michigan, for April 1st, 1923.

State of Michigan, County of Wayne, ss.

Before me, a Notary Public in and for the State and County aforesaid, personally appeared R. L. Reeves, who, having been duly sworn according to law, deposes and says that he is the Editor of the MOTORMAN AND CONDUCTOR, and that the following is, to the best of his knowledge and belief, a true statement of the ownership, management (and if a daily paper, the circulation), etc., of the aforesaid publication for the date shown in the above caption, required by the Act of August 24, 1912, embodied in section 443, Postal Laws and Regulations, printed on the reverse of this form, to-wit:

1. That the names and addresses of the publisher, editor, managing editor, and business managers are: Publisher, Amalgamated Association of Street and Electric Railway Employees of America, 260 East High Street, Detroit, Mich.; Editor, R. L. Reeves, 260 E. High Street, Detroit, Mich.; Managing Editor, R. L. Reeves, 260 East High Street, Detroit, Mich.; Business Manager, R. L. Reeves, 260 East High Street, Detroit, Mich.

2. That the owners are: (Give the names and addresses of individual owners, or, if a corporation, give its name and the names and addresses of stockholders owning or holding 1 per cent or more of the total amount of stock.) Amalgamated Association of Street and Electric Railway Employees of America, 260 East High Street, Detroit, Mich.; W. D. Mahon, International President, 260 East High Street, Detroit, Mich.; R. L. Reeves, Secretary General Executive Board, 260 East High Street, Detroit, Mich.

3. That the known bondholders, mortgagees, and other security holders owning or holding 1 per cent or more of total amount of bonds, mortgages, or other securities are (if there are none, so state). None.

4. That the two paragraphs next above, giving the names of the owners, stockholders and security holders, if any, contain not only the list of stockholders as they appear upon the books of the company, but also, in cases where the stockholder or security holder appears upon the books of the company as trustee or in any other fiduciary relation, the name of the person or corporation for whom such trustee is acting, is given; also that the said two paragraphs contain statements embracing affiant's full knowledge and belief as to the circumstances and conditions under which stockholders and security

holders who do not appear upon the books of the company as trustees, hold stock and securities in a capacity other than that of a bona fide owner; and this affiant has no reason to believe that any other person, association, or corporation has any interest direct or indirect in the said stock, bonds, or other securities than as so stated by him.

5. That the average number of copies of each issue of this publication sold or distributed through the mails or otherwise, to paid subscribers, during the six months preceding the date shown above is— (This information is required from daily publications only.)

R. L. REEVES, Editor.

Sworn to and subscribed before me this 7th day of April, 1923. Jennie Shellfish, Notary Public.
(Seal) My commission expires June 2, 1925.

Don't let it slip that high grade service to the public is an important function of organized street and electric railway men.

An authoritative report is that "one line of sport coats (women's apparel) that sold last year at \$48 a dozen have advanced to \$57." Just a reminder of the increased cost of living.

It is pleasing to report that President Sam Gompers of the A. F. of L. has completely recovered from the attack of influenza and pneumonia. He is again at the helm with his old time health and energy.

The big meeting of the Amalgamated Association will convene in Oakland, Cal., September 10, 1923. It comes only once in two years. Indications at this time are that it will be well attended. Preparations are being made by many locals to create funds for the expense of delegates. As a matter of fact, it will cost but very little per member for the smallest of locals to defray the expense of representation. But the convenient way is to create the fund by some monthly measure or event contribution.

Accidents in electric railway service may not at all times be avoidable. But they are expensive. And it is a non-productive expense. It takes from wage possibilities as well as from profits. The one, by natural consequence most interested in accidents is the wage earner. Members of the Amalgamated Association know that.

"Picking your own pocket" is the title of a pamphlet recently handed out to the street railway employees by the management of a certain street railway property. In it appeared the following: "We cut out the electrical heat, whereupon \$1000 worth of thermostats were smashed with switch bars by car crews. We don't believe the majority of the men are proud of these kind of employees. When you smash * * * property you are robbing your own pocket." This is followed by a city law or ordinance which cites that any person who shall cut, break, injure or destroy any of the property, will be deemed guilty of a misdemeanor. While there is a law in that particular state which the management violated by cutting out the heat, those employees who smashed the thermostats also violated the law. They not only violated the law but they violated a principle that should be their own. Members of this Association are expected to protect the property upon which they are employed, and the member of this Association who understands its principles and is devoted to the trade union movement, will not seek to destroy the property upon which he is employed. If cars were not heated at a time when the law applied—between the first of November and the first of April—the winter months—all he had to do, were he a member of a local of this Association, was to notify his committeeman or business agent that the management was violating the law, or that he had a grievance, due to the fact that vestibules were not comfortably heated. The organization has the means of bringing such grievances to the attention of the managements and having them corrected. By smashing thermostats the power of increased wages or even the retention of present wages is in that degree lessened. There is no one that has more natural interest in the protection of the property upon which he is employed than the trade union wage worker. The property is the source of his main revenue. No union man would so destroy property.

Street railway companies that are seeking to hold fare rates in excess of franchise rates and in the same breath, endeavoring to reduce wages and deny the privilege of collective agreement to their employees are indulging in a double battle. Managements of such properties should remember that other crafts in the communities in which their properties are located are organized and that organized labor is not very friendly towards increasing or retaining advantages to union smashing employers. Organized street railwaymen are associated with all other craft organizations. Street railway

locals have instituted an international representation by associating together, and can direct their general business managers to see to it that all street railway men in unorganized communities, so far as it is possible, shall have the right of organization and collective agreement. Naturally those Locals have the means, through their federated character, of informing other craft organizations in cities where street railwaymen are unorganized of the fact that the street railway company is unfair and those of other associate craft organizations take cognizance of the fact.

COMING CONVENTION

I am receiving many communications from Local Divisions concerning rates and expenses of the coming Convention, and I take this means of informing all, that arrangements have been made for special trains going west, which will leave Chicago on Monday, September 3rd, with stop-over of twenty-four hours at Colorado Springs to take in the sights in the Rocky Mountains, with another stop-over at Salt Lake City. This train will reach Oakland, California, on Saturday evening, September 8th.

The round trip rates for this trip are excursion rates and the tickets will be good to return October 31st.

The round trip rate from Chicago by the Southern route from San Francisco to Los Angeles will be \$86.00; from New Haven, Conn. it will be \$145.06; from Boston it will be \$147.66, and corresponding rates from all other cities throughout the country. That is the total fare for the round trip, not including sleeping car arrangements.

Arrangements have also been made at reasonable prices for meals on board the special train—75 cents for breakfast, 75 cents for lunch and \$1.00 for dinner.

The question has been asked if other than delegates can take advantage of this rate. In reply I would say that any friends of the Organization or members who are not delegates can take advantage of these rates and go along, if they want to.

I would advise delegates not to buy tickets or to make any arrangements yet until the Convention Call has been issued. That Call will be sent out some time in May and will give full information as to trains, railroad rates and other information of the trip.

Yours fraternally,
W. D. MAHON,
International President.

Nothing but force entertains the human mind. It is force of some nature demonstrative and demonstrated. It may be in the fragrance of a flower, the radiance of a diamond, the pangs of hunger, the glow of wealth, or in ill-boding poverty. Whatever and wherever it may be, and of whatever nature, it is Force.

The union label helps to encourage, to inspire and to uplift.

FROM LATE REPORTS OF INTERNATIONAL OFFICERS

Int. President W. D. Mahon, since last reporting, has visited Cleveland, Ohio, where he took up agreement work in the interest of Division No. 268. The Local was seeking some changes in the agreement as well as a desired increase in wage rates. President Mahon reports that the conditions of the agreement to prevail for another year have been agreed upon, except wage rates, which have been submitted for arbitration. At the time of this report, April 9, the arbitration was pending the selection of a third arbitrator. Aside from this work he has associated with Int. Vice-President Wm. B. Fitzgerald upon wage agreement work in the interest of Divisions Nos. 26, D. U. R. Branch; 90, Port Huron; and 111, Ypsilanti, which Locals are seeking a readjustment of wages and working conditions. This work was in the process of conferences at the close of the report. He also visited Chicago where he associated with Int. Treasurer L. D. Bland and Business Agent Wm. Taber, of Division No. 241, upon the work of the Convention Transportation Committee, during which they held various conferences with railway representatives in respect to Convention routes and rates. He also advised with the officers of the Chicago Locals upon agreement work. The wage rates in Chicago have not yet been disturbed. He has also been in advisement upon the Buffalo situation, which continues without discouragements, and upon the general affairs of the Association.

First Int. Vice-President Wm. B. Fitzgerald, aside from assisting the International President in the general affairs of the Association, has under his advisement the subject of increased wages in the interest of the Detroit Street Railway Branch of Division No. 26. Application for an increase in wages to govern for a period of one year, and schedule modifications were placed in the hands of the officers of the Local by the members of the city railway branch. The propositions have been submitted to the Street Railway Commission and are now pending conferences. The employes instructed the officers of the Local that in the event of no increase being worked out through conferences, that the matter be submitted for arbitration. Vice-President Fitzgerald, also has under his advisement agreement work of the D. U. R. Branch of Division No. 26, 90, Port Huron; and 111, Ypsilanti, which is at present in the conference stage. He has also assisted the Locals upon grievance work. At this time, April 7, he is in Cleveland, O., in advisement upon the wage arbitration preparation in the interest of Division No. 268.

Second Int. Vice-President P. J. O'Brien, in March, was dispatched to Trenton, N. J., to assist Division No. 540, upon agreement work. The Local is petitioning for an increase in wages. Conferences led to oppo-

sitions from the employing management, which per his report of March 31, are pending submission to a referendum vote of the members.

Fourth Int. Vice-President Wm. P. Jennings in the latter part of March was detailed to assist Division No. 966, Port William, Ont., upon wage agreement work. Per his report of March 25, conferences led to a settlement by which wage rates were increased four and five cents per hour, to the members of the Local.

Fifth Int. Vice-President Fred A. Hoover, in March, was detailed to assist in the adjustment of a seniority question that had arisen with Division No. 109, Victoria, B. C., governing a new line acquired to the service. An agreement was reached with the employing company, settling this dispute. Later he was dispatched to Saskatoon, Sask., where he found that the city had proposed a reduction of 5 cents per hour in wage rates. He re-opened negotiations upon this subject, pending which he visited Calgary, Alta., in the interest of Division No. 583, where wage rates were submitted for arbitration before a Federal Board. These two cases were in progress per his report of March 31.

Eighth Int. Vice-President Frank O'Shea, aside from having charge of the interest of the members of Division No. 623, Buffalo, who are locked out, visited Erie, Pa., where he assisted Division No. 568 upon grievance work. Upon the adjustment of this situation he returned to Buffalo. Leaving the situation in the hands of the Local Officers, he was dispatched to St. Louis, Mo., where he had arrived per his report of March 28.

Eleventh Int. Vice-Pres. James Largay, in March, was dispatched to Newburgh, N. Y., to assist Division No. 388, upon agreement work. There has been installed in that city, a bus transportation system, which has taken very considerable transportation business of the street railway. Both the street railway and bus system are under the one management. Per his report of March 31, agreement work was in the conference stage. It is the endeavor of the employes to extend the agreement to include the bus system.

Fourteenth Int. Vice-President C. U. Taylor, in March, visited Division No. 889, Salem, Ore., where he addressed a meeting of the Local and advised with the officers. He reports that the Local is in a progressive condition.

G. E. B. Member Edw. McMorrow visited Joliet, Ill., where he assisted Division No. 228 upon the one-day-rest-in-8 proposition, which was adjusted. He attended a meeting of the Joint Advisory Board of the McKinley system at Peoria, Ill., held March 5 and 6. He reports the Locals represented on this Board as being in a progressive condition. He visited Plainfield, Ill., where

he assisted Division No. 557, in readjusting its internal affairs. He reports the Local now in good working order. Upon the Aurora franchise proposition he reports that at a recent election the franchise was carried. It had the support of the Local and the Trade Union Movement. At Elgin the same company is involved in an endeavor to obtain a renewal of franchise with improved conditions, in which the members are interested. This, however, was pending election at the close of Board Member McMorrows report of March 31.

G. E. B. Member Magnus Sinclair, per his report of April 1, was continuing his work in San Francisco in assisting in an endeavor to extend the membership to include the unorganized system of that city.

G. E. B. Member P. J. Shea, in March, visited Alliance, Ohio, where he assisted Division No. 360, upon the adjustment of a discharge case that had resulted from a confusion of orders of the Train Dispatchers of the W. and O., and the Alliance Line connecting therewith at Warren. At Akron he assisted the A. B. C. Branch of Division No. 268, upon agreement work. At the close of his report of April 1, he was assisting Division No. 168, Scranton, Pa. upon agreement work.

G. E. B. Member John H. Reardon associated with Div. No. 955, Gardner, Mass., upon agreement work. The Local is endeavoring to obtain an agreement. The property is in the hands of a Receiver. At Waltham he assisted Division No. 600, upon a pending arbitration case involving the dismissal of a member. He assisted Division No. 620, Framingham, Mass., upon grievance work and also Division No. 618, Providence, R. I. At Boston he assisted Division No. 589, upon a discharge case, which was eventually dropped. He reports also that the one-man car legislation sought by the Locals of the Eastern Massachusetts property was defeated in the legislature. This legislation sought to regulate the operation of one-man cars. At the close of his report of March 31, he was assisting the Eastern Mass. Locals upon arbitration cases and agreement work.

G. E. B. Member Wm. F. Welch early in April was assisting Division No. 125, E. St. Louis, Ill., upon agreement work, which was pending at the time.

G. E. B. Member J. B. Lawson, per his report of April 4, had recovered from his recent illness and was assisting Division No. 558, Shreveport, La., where the subject of the one-man car was involved. The matter of the operation of one-man cars has been submitted to a Joint Committee appointed by the Public Utilities Commission, and is now pending an investigation.

We have both right and might on our side when we give all of our patronage to the union label, card and button.

STRIKES AND LOCKOUTS

St. John, N. B.—We are pleased to report from Division No. 663, that the situation is looking much brighter for us. The Hydro Commission have received all grants petitioned of the city commission and it is expected power from this source will be ready for distribution by June 1. This will take from the power company, all street lights and one-fourth of the present poles in use by the private company. Of course, the Hydro can supply electricity for this town in every direction cheaper than the New Brunswick Power Company, as the Hydro is not looking for profits. J. D. Bowles, Chief Engineer of the Federal Light and Traction Co. was here recently looking over the plant of the New Brunswick Power Co., which the former company has bought. He claimed to have just come from Springfield, Mo. where the company has completed the installation of a steam plant costing about One Million Dollars. Mr. M. A. Pooler is Manager of the privately owned company. We believe the Hydro distribution of electricity in this city will have much to do with the street railways.

Columbia, S. C.—Division No. 590 can report no change in the situation. Cars are being operated, with jitney competition, under such conditions that every car hour exceeds the receipts in expense for the company. It is problematical as to how long this condition will survive.

East Liverpool, Ohio.—Division No. 52 is yet against the unfair attitude of the Steubenville, East Liverpool and Beaver Traction Co. The situation has developed to a point where now the management can well understand that it is not a question of the rates of fare. The commission granted a 7 cents fare rate subject to a vote of the people. The reason this rate of fare was not approved was because of the determination of the management to fight organized labor, and one doesn't get along very well here in a business way, if he is on record as a union smasher. Our boys are supplying a very good jitney service, which will grow better as the Summer approaches. The company applied for a franchise to operate a bus system. This was granted by the City Commission, under condition that a bond to insure against damage should be put up. The management evidently believed that this would drive the jitneys from the street, but we have also posted a bond that continues our jitney service. So competition continues.

Buffalo, N. Y.—Division No. 623 can report no particular change in the situation here. Vice-President E. J. Dickson, who proved himself an efficient railroad man while in charge of the street railway service here, has become disgusted with the Mitten Policies and resigned. His resignation was not published by the company. He was with this property for a good, long time, and was the brains of the Tulley Organiza-

tion. He was opposed to the establishing of the lockout. The recent financial statement issued by the company shows that the property has some \$750,000 cash on hand, with outstanding notes payable to the amount of \$2,672,000, with unadjusted credits aggregating \$1,033,000 and accounts payable aggregating \$1,136,000. The company is evidently confronted with the proposition of paying about Five Million Dollars of immediately payable debts, with \$750,000. Mr. Mitten's endeavor to destroy the union already shows a deficit for the company, according to the company's statement to the tune of some Four Million Dollars. Just how long the stockholders will stand for this type of management, is problematical. In fact, the stockholders have evidently been long since lost sight of in the management of this property. But the Bondholders also have much at stake. Our members generally understand the situation, and are standing firm in their determination not to yield their rights. They will not return to work until they can return with the right to be members of the organization and have the right of collective agreement recognized. We are in expectancy of an industrial commission investigation here. It was promised by the present Governor of the State, but has not yet been instituted. We are also hopeful of obtaining home rule through the legislation. However, whatever happens, we will continue our protest until a fair settlement is made.

"Behind the Plow," is the publicity sheet of the Capitol Traction Company, Washington, D. C. In the issue of March 1, which was spread among the patrons of the property, the management of the Capitol Traction Company takes pains to advise the public upon the wage question as follows: "It was generally recognized before the war that the wages of street railway trainmen were too low compared with those of other men in lines requiring the same amount of skill, training or special fitness." The quoted statement is made argumentatively in protest of a reduction in the rates of fare. The Senate had before it the suggestion of legislation to force fares back to a pre-war level of five cents cash and six tickets for 25 cents. The management offers the suggestion that a reduction of the fares to the pre-war rates would invite an attempt at reduction of wages, and says: "This company would reduce wages with the utmost reluctance." It is pleasing to note the recognition of inadequate wages as expressed by a street railway management. And the management is right.

Nothing obtains to the human family or to any unit of the human family, but from force. The measure that obtains is the force measure. No purpose is consummated but by force. The greater the force, the greater the attainment. How, then, is the greatest force creative? That is the great problem. The understanding that it is the great problem, is known by those who organize to extend it.

BUFFALO LOCKOUT WAS LONG DESIGNED

A statement issued to the stockholders of the International Railway, the important factor of which is the Buffalo Street Railway Lines, bears the information that for the 12 months ending June 30, 1922, of the operation of the Buffalo System the net income was \$284,893. Mr. Thos. E. Mitten, of the so-called Mitten Management issued the statement. In it he says that for six months of the strike period from July 1, 1922 to December 31, 1922, the loss to the company was \$4,107,514. Mr. Mitten pleases to term the lockout a "strike." In his letter to the stockholders he makes the practical admission that a lockout of the employees was designed when his management took over the property in 1920. He says:

"Mitten Management realized when undertaking the responsibility for the management of the property, following the default of the old International Traction Bonds, that it would probably be necessary to go through this (Lockout) experience before permanent peace and the best operation of the property could be accomplished. The reorganization committee, at the conclusion of its work in 1920, set aside in the hands of the Trustees for the International Railway a special fund (Two Million Dollars) available for using and financing a strike, it being clearly recognized that the bankruptcy of 1918 would surely be re-enacted in a few years if the company did not shake off the uneconomic operating conditions, resulting from union domination. This special fund was used to provide cash necessary to carry on operation during the strike period."

Anyone who was in doubt as to the cause of the present situation in Buffalo, upon reading Mr. Mitten's statement has the problem solved. Mr. Mitten tells the stockholders, and by the publicity of the letter, tells the public that a plan of lockout to deny employees the right of associating together in collective bargaining with the company was the concluded purpose of the Mitten Management at the time of taking over the management of the property. The union of the employees must be destroyed.

The Management began a policy of undermining by a persistence in the endeavor to render the associate character of the employees impotent. Petitions for adjustments of grievances were ignored. A wage reduction from 60 cents to 55 cents per hour was the first move. It failed to incite suspension of work on the part of the employees. Emboldened by the success of this strike, the policy was extended by an effort, first to encourage a company relief and defense association with the title, "Mitten Co-operative Plan." The employees had experienced the advantage of collective agreement and the "Mitten Co-operative Plan" didn't catch. Then coercive measures to enforce membership in the so-called Mitten Co-operative Plan, or Company Organization were adopted and the men were very

vigorously given to understand that to retain employment they must join the so-called Mitten Plan Organization and forfeit their membership in their collective agreement association. The men were yet resolute and fell in no serious numbers under the lash of the Management.

Mr. Mitten's statement shows that the property came up to July, 1922, with a net income of \$284,893. Patronage was increasing and the Two Million Dollars lock-out fund had not been used. Another slash at wages was taken. In this Mr. Mitten was successful in impressing the members of Division No. 623 of the Amalgamated Association that a lockout was in vigorous process. Many men had been let out of the service on flimsy charges, without recourse. Recognizing the state of affairs, the employees recognized that a lockout was in process, so declared, and on July 1, 1922, they suspended work in a body. They are out yet and are yet vigorously protesting the denial of the right of collective agreement and the denial of the right of membership in a labor organization.

Mr. Mitten in his statement endeavors to impress the stockholders that the lockout has been successful and that there is now to be experienced a long period under which absolute control will rest in the hands of the Mitten Management and that wages and fares shall be so adjusted that the property will soon redeem the \$4,107,514 lost within the six months ending with December 31, 1922.

A later statement applying to the three months of January, February and March, shows that even on the first of April, 1923, nine months after instituting the lockout backed by Two Million Dollars, the property is yet operating with a huge deficit and presumably the actual loss of the company will aggregate close to Six Million Dollars. How long the stockholders can be pacified with rosy announcements of the management as to the great profits to be reaped in the future, is problematical, but the Buffalo street railway men have no more inclination to withdraw their protest of the lockout than Mr. Mitten expresses in the way of the Mitten Management's inclination to replace the property upon a fair basis.

In a petition before the State Legislature, the Mitten Management, through its attorney, recently styled the people of Buffalo "Jackasses." This is characteristic of the course pursued by the Mitten Management in its endeavor to destroy unionism in Buffalo. The reference to the people of Buffalo characterizes the despotic nature of the management. Instead of respecting the people of Buffalo and the employees who had grown old in the service, the lash of despotism has been applied in a spirit of vindictiveness, ridicule and aspersion. It is believed that the time will come when the so-called Mitten Management will yield to the policies of Americanism and understand that imperial domination is not the type of management conducive to the best interests of public utilities on the American Continent.

It is really refreshing to read from the pen of Mr. Mitten the confession that the lockout of the Buffalo Street Railway men was determined upon two years prior to the time that it was instituted and was to be one of the first moves of the Mitten Management. The admission should inspire continued resolution on the part of the membership of the Amalgamated Association to assist in maintaining the Buffalo membership in their highly warranted protest of the attack made upon them and which they are continuing to undergo.

SUPERIOR PRODUCTIVENESS OF UNIONISM

Trade Unionism is productive of the best for society that can come of serious deliberation on the part of the associate intelligence of wage workers.

The general concept of those unfamiliar with the trade union movement and its processes is that from deliberative assemblies of wage earners restrictions of industry and obstruction of productiveness and commercialism result. The concept is that this deliberative trade unionism hampers prosperity and discourages enterprise.

The constructive incentive to trades unionism is really the purpose of wage earners to extend the opportunity of employment to the extent that in employment there shall be an assurance to wage earners of a reasonably acceptable livelihood with a fair degree of prosperity in family life, to the end that children may be raised with respectable educational and social privileges and that old age may not be pauperized. Those who understand the real incentives to trade unionism, cannot look upon the trade union movement, except with commendation for it.

That wages may be of a savings measure, it is essential that employment may be reasonably continuous and of fair wages.

Wage earners who are organized have long since discovered that one of the most serious obstructions to the establishing and maintaining of organization, is the control of employment in a way that will maintain most seriously a continued condition of unemployment to the end that there may be many less jobs than wage earners. Thus it is one of the purposes of the trade union movement to shorten the service day, to the end that all who depend upon wage earnings for a living may at any and all times be employed at the required reasonable savings wage. Thus we have the basis for deliberations of organized wage earners.

A picture of the falsifying open shop propaganda is very clearly presented by Hon. P. J. McCarthy, former Mayor of San Francisco, and who is now President of the California State Building Trades Council, in his report to the Building Trades of that State.

In his report, former Mayor McCarthy gives an analysis of a report of the research department of the San Francisco Chamber of Commerce upon industrial development in San Francisco and Los Angeles, and pre-

sents from the report a comparison as follows:

"The total output of San Francisco factories in 1919 aggregated \$417,321,000. In 1914, the output of the San Francisco factories aggregated \$162,300,000. The increase for 1919 aggregated \$255,021,000."

During the period encompassed by the above data, San Francisco was known to the world as a closed shop union town, with the 8 hour day recognized and in effect. In the year 1919, there were employed in the San Francisco factories, 61,328 employees who turned out \$417,321,000 worth of manufactured goods—an average of \$6,804 per employee on the 8 hour basis of employment and under strictly trade union principles of employment.

The total capital invested in San Francisco manufacturing establishments in 1919 aggregated \$326,398,000. This, Former Mayor McCarthy points out, is a 125 per cent increase over 1914, when the total capitalization of these factories aggregated \$145,622,000.

In Los Angeles, Calif., in the year 1914, the factories of Los Angeles turned out \$103,458,000 worth of manufactured goods. In the year 1919, the Los Angeles factories turned out \$279,327,000 worth of manufactured goods. The increase of production of the Los Angeles factories aggregated \$175,869,000.

The factories of Los Angeles in the year 1919 employed 59,249 employees and turned out \$279,327,000 of manufactured goods—an average of \$4,714 per employee. This was accomplished under open shop working conditions upon a service day basis of from nine to ten hours. The eight hour service day in Los Angeles was an exception.

In 1919, the capital investment in factories in Los Angeles aggregated \$158,861,000, which was an increase of but 56.3 per cent over the capitalization of factories in that city in 1914. Los Angeles in the five years, from 1914 to 1919 added \$57,280,000 to factory capitalization, while San Francisco in the same period added \$180,776,000.

Former Mayor McCarthy, in referring to the data he presented in his report, says:

"Since, in 1919, San Francisco was operating under the union shop, and Los Angeles under the open shop plan, it is obviously apparent that the union mechanics of San Francisco were more able, and faster workers than the non-union mechanics of Los Angeles, and were indeed 'worthy of their hire.' In fact, in a booklet issued by the San Francisco Chamber of Commerce, and entitled 'Facts about San Francisco,' we are told that 'labor efficiency is higher in San Francisco than in any other large city in the United States'."

The data supplied by former Mayor McCarthy of San Francisco stands as an indisputable picture of the greater efficiency resultant from the trade union movement. It places far in the shade, the common argument of the open shop propagandists that, trade unionism restricts business and limits output.

Industrial records show that an overturn in labor is resultant from open shop employment. It should be unnecessary to refer to record data to establish this fact in the minds of even those who do not understand the principles of the trade union movement. Dissatisfaction comes of low wages. Low wage rates are characteristic of the open shop. Discontent comes from long hour service days. No one can dispute that. Where this unrest—discontent—exists, the turnover in labor is sure to be great. In fact, one of the principles of the open shop is the long hour service day, dictated by the employment management. Resultant from it are less jobs for workers.

To maintain the open shop plan of employment, which is the non-union plan of employment, a surplus of wage earners is necessary. This surplus of wage earners, open shop employees well know, is best maintained by the long hour service day so that the wage earner, who is at work, will supposedly occupy time that the idle wage earner should have. Such employment does not bid for continuity in employment by the employees generally. On the other hand, it bids for the employees to use the open shop job, generally, as a rain check job to bridge over until a better condition of employment is obtainable elsewhere. This turnover naturally lessens efficiency and restricts output. Former Mayor McCarthy's gathered data shows it very conclusively.

Deliberative assemblies of wage earners, as represented in trade unions, understand the philosophies of employment. They understand the inconsistency of the open shop or non-union type of employment. They seek to eliminate it. Hence, from organization comes the shorter work day with better wages and more acceptable conditions of employment. Hence, from organization of wage workers comes a greater general prosperity, industrially and commercially. Organization creates a greater purchase power and, to the measure of organization, eliminates unemployment. It is representative of too much productiveness.

LABOR NEVER SURRENDERS

By W. D. Mahon

Think not that Labor deserts the field,
Though truth the battle loses,
But grasps again her faithful sword and shield

And follows where she chooses.
She shrouds herself in dark events;
No mortal eye beholds her,
And many an adverse Providence
As in a cloud enfolds her.

The baffled surf ebbs to the sea,
As though its task forsaken,
But to return more mightily,
In greater volume breaking.
What Labor has sworn shall yet be done:
No puny power of man can stay her;
Upon the seas she plants her throne.
And all the waves obey her.

Disbursements from the Death, Disability and Old Age Benefit Fund during the month of February, 1923, were made to beneficiaries on claims as follows:

Death Benefits

Samuel E. Wood, beneficiary, death claim of Edith Wood, deceased, late member of Div. No. 818, Oakland, Calif.; cause, Diabetic Coma.....	\$150.00
Lena O'Brien, beneficiary, death claim of John O'Brien, deceased, late member of Div. No. 818, Oakland, Calif.; cause, Acute dilatation of heart, contributory cause, Valvular Disease of Heart.....	200.00
Mrs. Jennie Robinson, beneficiary, death claim of Howard W. Robinson, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Locomotor Ataxia.....	800.00
Mrs. Beattie Boyd, beneficiary, death claim of West Vinebert Boyd, deceased, late member of Div. No. 702, Canton, Ohio; cause, Sclerosis of Liver.....	500.00
Edward Coffey, beneficiary, death claim of James Coffey, deceased, late member of Div. No. 132, Troy, N. Y.; cause, Pulmonary Hemorrhage.....	100.00
Mrs. Mary Williams, beneficiary, death claim of J. (John) Williams, deceased, late member of Div. No. 627, Cincinnati, Ohio; cause, Accidental drowning in Miami River.....	800.00
Minnie Eahman, beneficiary, death claim of George Eahman, deceased, late member of Div. No. 627, Cincinnati, Ohio; cause, Street car accident—Shock and Hemorrhage.....	800.00
Mrs. Alta Judd, beneficiary, death claim of T. Walter Judd, deceased, late member of Div. No. 537, Holyoke, Mass.; cause, Accident—Cerebral Hemorrhage due to Fracture of Skull in street car accident.....	800.00
Ella Orebaugh, Administratrix of estate of deceased, for beneficiary, death claim of F. (Fred) Creutzinger, deceased, late member of Div. No. 627, Cincinnati, Ohio; cause, Cardiac Paralysis and Chronic Myocarditis.....	800.00
Abe L. Spradling, financial secretary and treasurer of Div. No. 627, for beneficiary, death claim of John Fritz, deceased, late member of Div. No. 627, Cincinnati, Ohio; cause, Lobar Pneumonia.....	800.00
Goldie Wuermli, beneficiary, death claim of J. (Jos.) Wuermli, deceased, late member of Div. No. 627, Cincinnati, Ohio; cause, Diabetes Mellitus.....	800.00
Mrs. Frances Frisch, beneficiary, death claim of John A. Frisch, deceased, late member of Div. No. 623, Buffalo, N. Y.; cause, Chronic Myocarditis.....	800.00
Catherine Carman, beneficiary, death claim of John A. Carman, deceased, late member of Div. No. 282, Rochester, N. Y.; cause, Cerebral Thrombosis and Chronic Interstitial Nephritis.....	800.00
Florence A. Smaling, beneficiary, death claim of Frank A. Smaling, deceased, late member of Div. No. 282, Rochester, N. Y.; cause, Chronic Myocarditis.....	800.00
Mrs. Ansel Erwin, beneficiary, death claim of Ansel Erwin, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Toxic Goitre.....	400.00
Mrs. Annie Bertucci, beneficiary, death claim of John Bertucci, deceased, late member of Div. No. 194, New Orleans, La.; cause, Pneumonia and acute Bright's Disease.....	400.00
Mrs. Louis Vidou, beneficiary, death claim of Frank Deffes, deceased, late member of Div. No. 194, New Orleans, La.; cause, Bronchial Asthma and Nephritis.....	800.00
Mary Mulkern, beneficiary, death claim of Timothy Mulkern, deceased, late member of Div. No. 589, Boston, Mass.; cause, Uraemic Coma.....	800.00
Mrs. Bertha Videlage, beneficiary, death claim of Fred Videlage, deceased, late member of Div. No. 194, New Orleans, La.; cause, Endocarditis and Nephritis.....	100.00
Mrs. Frances Klingbell, beneficiary, death claim of Ernest E. Klingbell, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Bronchiectasis, following acute bronchitis.....	100.00
Mrs. Alice Vail, beneficiary, death claim of Edward S. Vail, deceased, late member of Div. No. 628, Covington, Ky.; cause, Erysipelas.....	800.00
John J. O'Hearn, guardian for minor beneficiaries, death claim of Louis Keyes, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Mitral Stenosis and Myocarditis.....	400.00
Mrs. Alice Weir, beneficiary, death claim of James Henry Weir, deceased, late member of Div. No. 595, Salem, N. H.; cause, Lobar Pneumonia.....	800.00
Hannah Hammersley, beneficiary, death claim of Patrick Hammersley, deceased, late member of Div. No. 280, Lowell, Mass.; cause, Myocarditis.....	800.00
Catherine Sadlier, beneficiary, balance due on death claim of Frank Roark, (Rorke), deceased, late member of Div. No. 280, Lowell, Mass.; cause, Cardio Renal (Renal Asthma).....	436.60
Charles H. Gauthier, guardian of minor beneficiaries and power of attorney for other beneficiaries, death claim of Robert W. Lord, deceased, late member of Div. No. 589, Boston, Mass.; cause, Chronic Nephritis, Uremia and Hemorrhage.....	800.00
Patrick Daley, beneficiary, death claim of John Joseph Daley, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, Primary Tuberculosis.....	150.00
Mrs. Charles Teets, beneficiary, death claim of Charles Teets, deceased, late member of Div. No. 89, New Castle, Pa.; cause, Thrombosis following double hernia operation.....	800.00
Mrs. Bernard Ahlers, beneficiary, death claim of Bernard Ahlers, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Acute Nephritis.....	800.00
Mrs. Annie Maher, beneficiary, death claim of E. M. Maher, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Lobar and Lobular Pneumonia.....	800.00
Amelia Brendell, beneficiary, death claim of Homer J. Brendell, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Accident—Crushed between cars, causing crushing injury to chest and internal injuries.....	400.00
Chauncey M. Campbell, administrator of estate of deceased, for beneficiary, death claim of Andrew C. Campbell, deceased, late member of Div. No. 587, Seattle, Wash.; cause, Cerebral Hemorrhage.....	500.00
Phoebe A. Carpenter, beneficiary, death claim of Franklin Louis Carpenter, deceased, late member of Div. No. 618, Providence, R. I.; cause, Cerebral Hemorrhage.....	500.00
Geo. E. Adams, financial secretary and treasurer of Div. No. 215, for beneficiary, death claim of P. J. Copic, deceased, late member of Div. No. 215, Wheaton, Ill.; cause, Cerebral Hemorrhage.....	150.00
Mrs. Agnes Mahon, beneficiary, death claim of Joseph F. Mahon, deceased, late member of Div. No. 425, Hartford, Conn.; cause, General Paralysis.....	800.00
Wm. S. McClenathan, secretary-treasurer of Div. No. 308, for beneficiary, death claim of Sarah A. Gleason, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Carcinoma of Stomach.....	800.00
Wm. S. McClenathan, secretary-treasurer of Div. No. 308, to apply on funeral expenses, death claim of David D. Stouffer, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Lobar Pneumonia.....	100.00
Mrs. Christ Gianopoulos, beneficiary, death claim of Christ Gianopoulos, deceased, late member of Div. No. 308, Chicago, Ill.; cause, General Paralysis of Insane.....	800.00
Annie Mae Govan, beneficiary, death claim of William Govan, deceased, late member of Div. No. 772, Danville, Ill.; cause, Gun-shot wound.....	250.00
W. H. Cottrell, financial secretary of Div. No. 101, for beneficiary, death claim of Alexander McDonald, deceased, late member of Div. No. 101, Vancouver, B. C.; cause, Accident—collision between railroad train and street car, causing Fracture of ribs, puncture of lungs and internal hemorrhage.....	800.00
Mrs. Catherine Nolan, beneficiary, death claim of Andrew J. Nolan, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Ruptured Gastro Duodenal Ulcer.....	400.00
Ida A. Buckman, power of attorney for beneficiary, death claim of Charles A. Warner, deceased, late member of Div. No. 589, Boston, Mass.; cause, Syncope.....	800.00
Mrs. Ethel Twitchell, beneficiary, death claim	

of William E. Twitchell, deceased, late member of Div. No. 22, Worcester, Mass.; cause, Asthma complicated by Myocarditis.	500.00
Mary E. Sweney, administratrix of estate of deceased, for beneficiary, death claim of John Foley, deceased, late member of Div. No. 22, Worcester, Mass.; cause, Tumor of the kidney.	800.00
Mrs. Edmond J. Barkham, beneficiary, death claim of Edmond J. Barkham, deceased, late member of Div. No. 26, Detroit, Mich.; cause, Pulmonary Embolism and Intestinal Obstruction.	800.00
Elizabeth Sullivan, beneficiary, death claim of Michael Sullivan, deceased, late member of Div. No. 576, Schenectady, N. Y.; cause, Intestinal Obstruction.	800.00
John H. Wehr, administrator of estate of deceased, for beneficiaries, death claim of Daniel W. Wehr, deceased, late member of Div. No. 489, Dalton, Pa.; cause, Progressive Paralysis.	150.00
Marianne Lebrun, beneficiary, death claim of John Lebrun, deceased, late member of Div. No. 591, Hull, Quebec; cause, Chronic Valvular Disease of Heart.	400.00
Bridget H. Sullivan, guardian of minor children, the beneficiaries, death claim of Joseph Resh, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Shock and hemorrhage due to bullet wounds through chest cavity.	800.00
Mrs. Valeria Shipper, beneficiary, death claim of Roy J. Shipper, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Cancer of Kidney.	800.00
Blanche A. Whitcher, beneficiary, death claim of George W. Whitcher, deceased, late member of Div. No. 589, Boston, Mass.; cause, Cerebral Hemorrhage.	800.00
Grace Jachman, beneficiary, death claim of Louis Jachman, deceased, late member of Div. No. 269, Danbury, Conn.; cause, Cancer of the Bowels.	100.00
Mrs. Ella McIntosh, beneficiary, death claim of Elmer E. Blanding, deceased, late member of Div. No. 253, Quincy, Mass.; cause, Heart Failure, Rupture of Coronary Artery and Arterio Sclerosis.	800.00
Mrs. Isabelle LaFluir, beneficiary, death claim of Henry LaFluir, deceased, late member of Div. No. 503, Haverhill, Mass.; cause, Accident on snow plow, causing Fracture of Skull.	800.00
Mary Considine Fagan, beneficiary, death claim of Patrick J. Fagan, deceased, late member of Div. No. 282, Rochester, N. Y.; cause, Acute Dilatation of Heart, Myocarditis and Endocarditis.	800.00
Mrs. Mary Panek, beneficiary, death claim of Louis Panek, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Pulmonary Tuberculosis.	800.00
Christine Ouellette, beneficiary, death claim of Alcide Ouellette, deceased, late member of Div. No. 448, Springfield, Mass.; cause, Pulmonary Tuberculosis.	600.00
Minnie Burjeck, beneficiary, death claim of August Burjeck, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Lobar Pneumonia and Acute Pleurisy.	250.00
L. A. Graesser, financial secretary and treasurer of Div. No. 788, for executrix of will of deceased, for funeral and other expenses, death claim of William R. Downey, deceased late member of Div. No. 788, St. Louis, Mo.; cause, Chronic Pulmonary Tuberculosis.	400.00
Mrs. Wm. J. McReynolds, beneficiary, death claim of William J. McReynolds, deceased, late member of Div. No. 725, Birmingham, Ala.; cause, Apoplexy and Interstitial Nephritis.	150.00
Mrs. Mary Foley, beneficiary, death claim of John F. Foley, deceased, late member of Div. No. 235, Brockton, Mass.; cause, Cancer of Liver.	800.00
Mrs. Clarence E. Boardwell, beneficiary, death claim of Clarence E. Boardwell, deceased, late member of Div. No. 592, Fredonia, N. Y.; cause, Street car accident—Fracture of the transverse processes of the 2nd, 3rd, 4th and 5th lumbar vertebrae, fractured ribs and internal injuries.	250.00
Mrs. Nellie Murray, beneficiary, death claim of Walter J. Murray, deceased, late member of Div. No. 726, Staten Island, N. Y.; cause, Hypostatic Pneumonia, Chronic Bronchitis and Chronic Nephritis.	600.00
Muriel Dake Daub, beneficiary, death claim of Fred Daub, deceased, late member of Div. No. 282, Rochester, N. Y.; cause, Influenza and Lobar Pneumonia.	800.00
Mrs. Wilbur M. Hazen, beneficiary, death claim of Wilbur M. Hazen, deceased, late member of Div. No. 589, Boston, Mass.; cause, injuries sustained in street car collision, causing Multiple contusion and fracture of os calcis—accidental.	800.00
Selma A. Elfstrom, beneficiary, death claim of Carl O. Elfstrom, deceased, late member of Div. No. 589, Boston, Mass.; cause, Arterio-Sclerosis.	500.00
Mrs. Joseph Samms, beneficiary, death claim of Joseph Samms, deceased, late member of Div. No. 268, Cleveland, Ohio; cause, Killed by an automobile when trying to board a street car, causing fracture at base of skull, lacerated brain and scalp.	400.00
Mrs. Anton Pernod, beneficiary, death claim of Anton Pernod, deceased, late member of Div. No. 268, Cleveland, Ohio; cause, Pernicious Anaemia.	400.00
Mrs. John J. Kotlyn, beneficiary, death claim of John J. Kotlyn, deceased, late member of Div. No. 268, Cleveland, Ohio; cause, Chronic Valvular Heart Disease.	250.00
Mrs. Andrew McPherson, beneficiary, death claim of Andrew McPherson, deceased, late member of Div. No. 26, Detroit, Mich.; cause, Angina Pectoris.	800.00
Mrs. Margeret H. McKenna, beneficiary, death claim of Dennis McKenna, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Injuries to face and hands from an explosion of stove.	800.00
William Taber, financial secretary and treasurer of Div. No. 241, for beneficiaries, death claim of Nicholas Diener, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Chronic Nephritis and Hypostatic Pneumonia.	800.00
Wm. S. McClenathan, secretary-treasurer of Div. No. 308, to apply on funeral expenses, death claim of William Ziegler, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Pulmonary Edema following Chronic Aortitis.	100.00
Caroline Crane, beneficiary, death claim of Meade Crane, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Tuberculosis of Lungs.	400.00
Henrietta Nersinger, beneficiary, death claim of August A. Nersinger, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Carcinoma of Tongue and Tonsil.	350.00
Ethel May Rowland, beneficiary, death claim of Chris Rowland, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Hemiplegia.	350.00
Mrs. Johanna Moran, beneficiary, death claim of Edward W. Moran, deceased, late member of Div. No. 589, Boston, Mass.; cause, Septicaemia (general), following ruptured duodenal ulcer.	250.00
Mrs. Florence Wright, beneficiary, death claim of Elmer H. Wright, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, Gunshot wound of heart.	800.00
Mrs. Ella G. Breneman, beneficiary, death claim of Stoner Breneman, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, Carcinoma of Bladder and Prostate.	800.00
Mrs. T. Crossley, beneficiary, death claim of T. Crossley, deceased, late member of Div. No. 113, Toronto, Ont.; cause, Pneumonia.	100.00
Disability Benefits	
Ralph E. Russell, member of Div. No. 281, New Haven, Conn.; cause, Fractured skull and left eye-lid paralyzed when car ran into open switch and struck car he was operating, throwing him off on the pavement.	800.00
H. H. Bruening, member of Div. No. 779, Sioux City, Iowa; cause, Struck by automobile as he stepped off street car, causing fracture of both bones of right leg.	150.00
Old Age Benefits	
Charles H. Francis, member of Div. No. 282, Rochester, N. Y.	800.00
Patrick Donohue, Member at Large, Detroit, Mich.	800.00
John M. Raymond, member of Div. No. 241, Chicago, Ill.	800.00
Total.	\$48,684.60

IN MEMORIAM

By Div. No. 570, Waterbury, Conn.

Whereas, Almighty God in His Infinite Wisdom has seen fit to suddenly remove from our midst our esteemed and beloved brother, Nelson J. Hurd, and

Whereas, Our late brother was a true and loyal member of this Association, a faithful companion and was ever found on the side of his fellow workmen when occasion required it; therefore, be it

Resolved, That we, the members of Division 570 of the A. A. of S. and E. R. E. of A. extend to the bereaved family, our heart felt sympathy in their dark hour of affliction and commit them to the kindly consolation of Him, who doeth all things well and who knoweth best; and

Resolved, That the Charter of this Division Association be draped in mourning for a period of thirty days as a token of our respect for the deceased brother that copies of these resolutions be transmitted to the bereaved family; published in the M. & C., the Local papers; and they be entered on the minutes of this Association.

March 30.

THOMAS BEUBE,
MARTIN KELL.
WARREN DUSCHANE,
Resolution Committee.

By Div. No. 568, Erie, Pa.

Whereas, Our Heavenly Father has seen fit to suddenly remove from our midst, our true and beloved brother, Milton A. Reed, in whose sudden death we have lost a true and loyal member, one who was always found to give a helping hand to his fellow workers, and to his wife a true and devoted husband; therefore, be it

Resolved, That we, the members of Division 568, A. A. of S. & E. R. E. of A. extend to the bereaved wife and relatives, our heartfelt sympathy, in this, their dark hour of affliction, and we feel it will be consolation for them to know that faithful friends and brothers are sharing the loss with them, for one of our brothers who was called so sudden by Him who doeth all things well and knoweth best and, be it further

Resolved, That as a tribute to the memory of our departed brother, our Charter be draped for thirty days; and that copies of these resolutions be spread on the minutes of this organization; a copy sent to the bereaved wife, and a copy sent to the MOTORMAN AND CONDUCTOR for publication.

Attest,
March 29, 1923.

HARRY SOLOMON,
Business Agent.

By Div. No. 558, Shreveport, La.

Whereas, It has pleased our Heavenly Father to remove from our midst, our beloved brother, Earl S. Neal, in whose death we have lost a true and loyal brother and his wife and children a loving father.

Resolved, That we, the members of Local Division No. 558, in regular meeting assembled, extend our heartfelt sympathy and consolation to the bereaved widow and children of our late brother; and, be it further

Resolved, That our Charter be draped for a period of thirty days; a copy of these resolutions be sent to the bereaved widow and children of our late brother as a small token of our deep sympathy for her in this, her hour of sorrow and loss; and that a copy be sent to the MOTORMAN AND CONDUCTOR for publication therein.

March 14, 1923.

H. W. ROBERTSON, Pres.
J. D. ELLIOTT, Sec'y.
CLAUDE ELDER,
J. A. BRYAN,
Committee.

By Div. No. 772, Danville, Ill.

Whereas, Almighty God has seen fit to take from us our beloved brother, Wm. H. Govan, in life a loyal member of this Association; therefore, be it

Resolved, That we, the members of Division No. 772, A. A. of S. & E. R. E. of A. extend to the bereaved family heartfelt sympathy in their dark hour of affliction and commend them to the kindly consolation of Him who doeth all things well and knoweth best.

Resolved, that a copy of these resolutions be forwarded to the bereaved family; that they be published in the MOTORMAN AND CONDUCTOR and entered upon the records of this Division Association.

Attest: I. N. BLAISDELL, Financial Secretary.
February 7.

By Div. No. 215, Wheaton, Ill.

Whereas, Our Heavenly Father has seen fit to remove from our midst, Brother Carl A. Oeser, and
Whereas, We bow in humble submission to him who knoweth best but feel that it will be consoling to his immediate family to know that faithful friends extend to them their deepest sympathy; therefore, be it

Resolved, That as a mark of respect for our departed brother, we drape our charter in mourning for a period of 30 days; that we extend sincere sympathy to the bereaved family; that a copy of these resolutions be forwarded to the family of the late brother in this hour of sadness, and that they be published in the MOTORMAN AND CONDUCTOR; Union Leader and entered upon the records of this Division Association.

March 15.

HENRY F. SEILER,
WM. F. PREIS,
G. WAY.

By Div. No. 833, Preston, Ont.

Whereas, it has pleased Almighty God to remove from us by sudden death, our brother, George Nairn, again bringing to our minds the uncertainty of life; and

Whereas, Our late Brother Nairn was a loyal member, beloved by all who knew him, and at all times willing to work for the good and welfare of his fellow workmen; therefore, be it

Resolved, That we, the members of Division No. 833 extend our heartfelt sympathy and condolence to the family of our late brother; and be it, further

Resolved, That as a mark of respect for our departed brother, we drape our charter for a period of 30 days; that these resolutions be published in the MOTORMAN AND CONDUCTOR and that they be entered upon the records of our Local.

Attest: B. DENNISON,
Rec. Secy.

J. J. MCKNIGHT,
President.
GEO. JACQUES,
Financial Secretary.

By Div. No. 382, Salt Lake City, Utah.

Whereas, God in His infinite wisdom, has seen fit to remove from our midst, our beloved brother, John G. Ford, in whose death the Division has lost a loyal member and the family a devoted husband and father; therefore, be it

Resolved, That we extend to the bereaved family our most sincere sympathy, that our charter be draped, and that a copy of these resolutions be sent to the bereaved family, a copy forwarded to the MOTORMAN AND CONDUCTOR, and that they be spread upon the minutes of our meeting.

Whereas, It has pleased Almighty God to remove from us, our dear brother, Alonso Winteroud, whose cheerfulness at all times had won for him a place of love and devotion among our membership, be it

Resolved, That we, as members of Division 382, in regular meeting assembled, extend to the family of our late brother, our deep sympathy, that our charter be draped in mourning, that we send a copy of these resolutions to the bereaved family, that they be spread upon the minutes of this meeting, and that they be sent to the MOTORMAN AND CONDUCTOR for publication.

Whereas, Our Heavenly Father has seen fit to remove from our midst, our beloved brother, Harold N. Pierce, in whose death we lost a true and loyal brother; therefore, be it

Resolved, That as a tribute to his memory, we drape the charter of our local, and that a copy of these resolutions be sent to the bereaved family, a copy to the official publication, and that they be spread upon the minutes of this meeting.

E. B. SPERGER,
W. D. RICHARDS,
L. HENDRICKSON.
C. A. STEELE,
Recording Sec., Div. 382.

March 7.

The more you know of the good that is done by demanding the union label, card and button the more insistent you will become for them.

The aim of the union label is to advance all those who toil.

Edited by Local Division Correspondents



FINANCIAL SECRETARY-TREASURER
W. L. WALDRUP
Div. No. 843, Bellingham, Wash.

Division No. 843 is one of the live units of the Amalgamated Association upon the Western coast. The Local was organized August 20, 1918, and has been a progressive order from the inception. Among the Officers who have led this Local in its pathway to its present substantial condition is Brother W. L. Waldrup, who is Financial Secretary-Treasurer. The wage rates existing are: 51 cents per hour for the first 6 months service men; 53 cents for those of the next 18 months of service and 55 cents to those of more than 2 years of service. One-man cars are paid 4 cents per hour additional. Time in excess of scheduled runs is paid at the rate of time and one-half.

WILL SEND A DELEGATE

St. Joseph, Mo.—Division No. 847 is now under the guidance of the following staff of officers: President, F. E. Wilson; vice-presidents, Grover Hadley and H. M. Pennington; secretary-treasurer, Roy B. Shaffer; recording secretaries, Elmer Mathews and J. L. Kilgore; business Agent, S. L. Dameron; correspondent, Richard Johnson; executive board, J. H. Reynolds, W. C. Poe, W. A. Payne, Geo. Fidler, A. L. Dasey; conductors, Richard Johnson and J. H.

Routon; wardens, B. F. Moore and Bert Francis; sentinels, Harry Laird and H. E. Ward; delegates to the Central Labor Council, Richard Johnson, Grover Hadley, W. J. Fairbanks, Harry Laird, T. C. Moeri, A. D. Reynolds and J. I. Miller.

Division No. 847 is making arrangements to send a delegate to the next Convention of our Association to be held in Oakland, Calif., beginning September 10. We are 100 per cent in membership and are trying to raise the standard of our members in unionism.

At our meeting March 13-14, attendance was very good. Excellent talks were made by Brothers Charles Cabiness, C. O. Madison and others. The smoker was enjoyed very much. Cigars were given by Mr. W. R. Kinnison. This was appreciated and Mr. Kinnison was given a vote of thanks.

Brother Wade Sigler, formerly a motorman, is now a conductor. He is making good as a conductor and is a hit with the passengers. Especially the ladies.

Brother Geo. Canfield, off for the past two years, on account of poor health, is reported improving. We wish him a speedy recovery.

Brother Ramsey has recovered from sickness and is again out.

Brother John McCombs took a day off and as an excuse for not remaining home, "went fishing." He brought home a nice white fish and explained that he had a poor day. "Just caught one." The fish was prepared for supper when friend wife advised him that the fish must have been drinking ice water, as it was well iced inside. Another excuse next time, Brother John.

"Please, Sir, I want a loaf of union made bread," said little Mary to the grocer. "Sorry, but I don't have any union made bread." "Oh, but mother doesn't use any other kind." "I don't see what difference it makes. Your father buys non-union smoking and chewing tobacco here." "Well, I'll tell mother and she'll report him to the Union." Brothers, you see what the groceryman, who sells the tobacco thinks about it. Make it a point to stand by the union cigar and tobacco workers. The man who sells to you knows whether you are violating your obligation, or not.

—847.

GOT TO GO SOME TO WIN

Brockton, Mass.—The recent banquets that the company has been handing out have made some of the boys think they will be given a pool room and easy chairs. This, when the picture is taken, will be placed beside the "Safety Club."

Since Hickey lost his turkeys he has taken up crocheting for a pastime.

The beautiful pictures of the Honor Roll members of the Safety Club were something to be remembered by all.

Brother Barrett, when selling eggs, thinks 11 make a dozen. Foreman Thompson thinks differently. A misplaced eyebrow perhaps, was the cause, as he spends sometime in the beauty parlor.

Herbert is sure some guy, but single bliss has taken a back step.

Will Haskell will win out.

Brother Willie Horn has purchased a speed buzz wagon and also Brothers Moore and Burgess. But you should see Bradley's car. Guess he bought it for the dog.

Easter morning Brother Rube Morse ate 10 Easter eggs for breakfast. Can you beat it?

Bill Dean has taken up patchworking and is making a beautiful quilt.

Brother Bumpus was seen in a furniture store recently looking at gocats.

Have you placed your order for tomatoes with Samuelson? Remember him and patronize home industry.

Old Town McGrath has a full line of "bull" as usual.

About time for Gus Peterson to start for the circus.

Who said we would win out in the new wage agreement? Got to go some to get ahead of the Bay State System.

—235.

BUSINESS GOOD

Danville, Ill.—Business is good on our road and we have good attendance at our meetings.

Brother Omar Swift is now operating an oil station which he constructed last Fall in Vermillion Heights. We wish him success.

Mrs. Carey, Mother of Brother John Carey, died recently and the family have the sincere sympathy of our members.

Brother Ray McCoy, injured several weeks ago while switching at Gray's Mine, is again at work.

Brother James Kerr, with a reputation of running on time, recently engaged in political discussion and smised the owl car for home—once not on time.

The father of our Chief Dispatcher Thos. Boyle, Brother J. W. Boyle, is much improved from illness and his recovery now seems assured.

Brother A. J. Swisher, out of the service for several months, has returned as a conductor.

Singular that there are trainmen who never miss the paymaster or watch inspector, but fail to remember when the Local meets.

Our financial secretary recently spent three days attending a one day convention.

It seems Brother Priebe is fond of eggs boiled in the country.

Brother Joe Cooper has traded his Briscoe for a Ford.

Brother Ned Nicosin has illustrated the force of habit. He bought in a cigar store and gave one of his customers a cash fare receipt instead of ringing up the amount on his own register.

To have Sundays off, Brother Ed Teel has bid in a freight run. He owns a Ford.

Brother Will Jagers is now on an express run with a lay-over at Decatur and is concerned as to whether he can now claim Danville as his home town.

Brother A. Blair sold his home at East Main St. and is now looking for a garage to rent with residence attached. He has bid in an early run and is also in the market for an alarm clock.

Brother Rufus Rice will work extra this Summer.

Brother Chas. Proctor has a far-away look—base-ball.

Brother Jake Allison concluded his vacation and signed up for three weeks steady work.

Brother Joe Boyle is peeved. His brakeman beat him in playing pool. —905.

CONDUCTOR COMMENDED FOR BRAVERY

Peoria, Ill.—The 17th annual ball given by Division No. 416 at the Shrine Temple, St. Patrick's night, exceeded any previous like event with us, both financially and in attendance. We occupied two floors with two orchestras—Hogan's and Murphy's. About 2,000 were accommodated on both floors. Net proceeds aggregated \$700. This will be added to the sick and accident benefit feature of the Local. We pay \$5 per week sick or accident benefit, not to exceed 13 weeks in each calendar year, to the sick or injured. The dance committee of which Brother Frank Leach was chairman, is entitled to much credit for the success of this event. Brother Leach gave three prizes at each Barn to stimulate the sale of tickets. Had capital prize been offered Brother Thos. Masters would have won, with Brother S. J. Fitzpatrick second, and Brother O. J. Randall third. They sold 274, 156 and 100 tickets, respectively. Uncle Sam received about \$100 war tax. We extend our thanks to our many friends who patronized us, the merchants who bought tickets generously and our company and the A. T. S. who contributed to our program and advertising.

The Joint Advisory Board of the McKinley System met at Labor Temple in this city March 5 and 6. Working conditions on all of the lines were discussed. G. E. B. Member Edw. McCormow was present and made a splendid address. We were represented by President E. Collar, and Committeeman Henry Culver. Brother Culver was elected President of the Joint Board, Brother E. Lucas of Galesburg, Vice-President, and Brother Hart of Bloomington, secretary. The next regular meeting will be held in Peoria, the first Monday in March of 1924.

Our agreement expires May 1. We are now preparing a proposed new agreement embodying a desired increase in wages. The company has petitioned the city council for the privilege of running bob-tails on all lines. No doubt they will get the permission as we have a very generous staff of city dads. Ex-Mayor Woodruff and Ex-Mayor O'Connor, both favorable to labor, are candidates for Mayor.

Brothers Fred Marts and Wm. Lipke, loyal and respected members of our Local, were recently taken from us by death. Brother John Blaine of the Maintenance of Way Lodge No. 270, who is father of the Blaine boys, also recently died. Our deepest sympathy goes out to the family of our departed brothers.

For coal and long distance hauling, see Brother J. L. Boyd, of 5 years experience with the Day Carpet and Furniture Co. For coal, see Brothers T. Gess, M. Wadsworth, McCoy and Brother, and Hall.

If you wish to see a dry-land fish, see the brother on the front-end of Car 811. He uses frogs.

We expect Brother Richard Blaine will receive a Carnegie Medal for heroism. Brothers Blaine, conductor and H. M. Smith, motorman, had left the car standing on an incline to inspect a Ford Coupe, with which they had come in contact. While they were on the ground, the car began to move and they observed that the pitcock on the air tank had been broken off and the brakes were released. The car reached a steep grade and flagging a passing motorist Brother Blaine jumped to the running board of the auto and at Taft Ave. the automobile overtook the street car. While the two were running neck and neck at 30 miles an hour, Brother Blaine called to a man in the car to open the door. As the door opened, he leaped from the motor car to the open doorway, and although sustaining some injuries, succeeded in reversing the controller and stopping the car before it reached a switch where it would have become derailed and undoubtedly upset. The passengers in the car were panic stricken. Brother Blaine has received much praise in the Peoria papers for this daring event.

—416.

PREPARING PROPOSED NEW AGREEMENT

Newark, N. J.—At our last meeting we had a large number of members present, although a stormy night. A few were present whom we had not seen in a few previous meetings. Next meeting try and have double the number out.

The Joint Conference Board of the State are busy drawing up the preliminary plan of our new agreement which is being read at the April meetings of all divisions. All Amendments or such changes as brothers see fit to make will be attended to as at the May meetings the Agreement will be read off as it will be presented to the Company on June 1, 1923.

Brother Jim Murphy of Hilton Car House has been promoted to Chief Motorman. The boys at Hilton are sorry to lose Jim. He will have charge of Miller street and Harrison car house, working under his old supervisor, Smokey Joe Sturn.

Roseville car house is losing many old timers lately. Brothers Byrne and Writ have gone in the Trucking business.

Brother Madlinger states if they repeal the Volstead act, he knows a business he will open up.

Brother McGowan of Rutherford, and Kirchmayr, South Orange, at our Board Meetings, are seen in secreted Conference. Look out Mac., the Scotchman knows the real place in Town.

Brother Flynn was all smiles in his new uniform. It's a dandy.

Farley, of Miller street, had a bright green necktie on the night of our March meeting.

—Doc. 819.

SEEKS LARGER ATTENDANCE

Lewiston, Me.—The staff of officers of Div. No. 721 is as follows: President, E. B. Packard; vice-president, Jos. Levausuer; recording secretary, E. Gillis; financial secretary, Chas. Finley; treasurer, Carl Mason; correspondent, Frank Davidson; warden, Hiram Libby; sentinel, Myron Caurvill.

We are very nearly 100 per cent organized and our president is trying hard for larger attendance at meetings.

Brother John Hooper has recovered from La Grippe.

Brother Ed Crowley is taking chiropractic treatment.

Brother W. Potter is growing a mustache.

Our system here is equipped with one-man cars on the Local Lines.

Brother Frank Parent declares the spring winds are interfering with his complexion.

Former Financial Secretary Cannon has gone to Florida.

Brother Packard would request Brother Potter to have a supply of chewing with him at the next meeting.

—COR. 721.

DETROIT DIGEST

Division No. 26 had the satisfaction of taking an active part in putting over candidates for city and county offices who were endorsed by the Detroit Federation of Labor, and Building Trades. For years there hasn't been the unity in the labor movement in the matter of elections that prevailed at the spring elections of this year. The result was that those who were elected to city, county and state offices went through by tremendous majorities, ranging from 20 to 70 thousand, regardless of whether they were Democrats or Republicans. The Mayor, who was endorsed by labor, went in by over 50,000 majority. He was placed on the non-partisan ticket by a plurality of more than 20,000 votes. Judge E. J. Jeffries was re-elected. Judge Alfred J. Murphy of the Circuit Court, and other judges, endorsed by labor, were elected by handsome majorities. It shows what organized labor can do politically when functioning in the spirit of unity.

Conferences upon the wage question have been held with the management of the M. O., or city lines. It is believed at this time that there will be no occasion for arbitrating the propositions submitted, as the management cannot fail to comprehend that it is a time of wage increases and that the motormen and conductors need a substantial increase. A recent newspaper announcement trended upon a suggestion that a strike was probable. This newspaper article was evidently a fake. It stated that the city charter prohibited the management of the municipally owned lines the privilege of making an agreement with organized labor. As a matter of fact, the conditions under which we are working at the present time were negotiated by and between the management and the employees who are organized. Refuting the statement in the newspapers. So it is proper to suggest that newspaper statements are not as authentic as they might be. The conferences on the wage question, as directed by the last meeting of Division No. 26, are being taken up by President Herbert Gee, Business Agent Garrett Burns and Secretary Clarence Nugent, with Messrs. Shram and Rider, Assistant Manager and General Superintendent of the property, respectively.

Conferences have been held with the D. U. R. Management upon wages and changes sought by the company in working conditions. It is expected that the wage question will again be arbitrated in this case. The officers of the Local are being assisted by International Vice-President Fitzgerald upon these wage subjects and conferences relative thereto have also been held with International President W. D. Mahon.

RAILWAY COMMISSION DENIES BOARD

Brantford, Ont.—Division No. 685 is having her troubles these days. The Railway Commission has refused us an arbitration board. If we stand firm and do not get the wind up we are confident of a win out, in the finish.

Brother Huffman recently lost his sister by death, and he has the genuine sympathy of our boys.

Brother Joe Taylor is again on the job following a severe sickness.

Some of our boys are tardy in attending meetings. I wish to say to them that we would be pleased if they would show up more regularly. This Local is your organization and it is your business to maintain it. Let's show that we are good business men, as well as wage earners.

Brother Wm. Oliver recently lost his shanty painted, and trimmed in black.—Inappropriate because he is far from dead.

I wish to apologize to Brother Gilham for the write-up concerning him in the last issue. The money has been paid and no blame rests with Brother Gilham.

Brother Abe Forsyth won the billiard tournament, carrying home the pair of chickens, which he deserves after defeating the famous "Chubby."

Brothers, we are led to believe that a report of our special meeting held April 1, was faithfully carried back to the Manager. Who is without conscience? Boys, I am going to surprise you and say nothing about Benny this time. May be he is not as black as some have painted him.

Brothers Jones and Hurley and Vinall are some jazz hounds. A real time was had at the Easter Monday night dances.

"The Gimme's."

"The Gimme Guys, they like their smokes, and they like them good and plenty. But when we ask them for a joke, They say, 'We haven't any.' They bum on all the boys they meet and ask the fellows

on the street, 'Gimme a match,' 'Gimme a smoke,' or else 'Gimme the makings.' I wonder they don't ask the boss to give them the daily takings. We like those little Gimme Guys, for we know they're on the square, and if you need a helping hand those Gimme Guys are there. They do not run up to the Duke and say, 'The boss needs fixing,' they do not spill all that they know, for with our good old Local they are mixing. But they sure do like to bum a smoke off of any man they see. The only one they do not bum is Pollard—he is free. Those Gimme Guys will holler out, 'I say, Gimme a tag,' and for one little package they will nearly break a leg. They travel up and down the line, looking for a victim, and when they see a likely scout, they think, 'Here's easy pickin'.' 'Gimme a smoke, Old Blighty, that's what we want you know,' for those two lads were fighting, in that one Big Show. They came back here to Brantford to run a big street car, and never lost the habit, of giving one a jar. Now these two boys, we like them, for they're honest, don't you see? And forever and forever, it's 'The Gimme Guys for me.'"

—FAIRY.

DIFFICULT TO KEEP ON TIME

Peterborough, Ont.—The third regular meeting of Division No. 622 was held March 11. All officers were present. They have been wearing a smile ever since, from the fact of such good attendance. Nearly half of the members were present. Much business was transacted in a cheerful mood.

Brother Weart is taking a strong chance of being hurt by taking the lead with his one-man car. The fellow behind delights in confusing him in his nice comfortable quarters.

Brother Fry is raising a pal to assist him in his old age. Brothers Foster, Guthrie, Smith and Davey needn't give up hope.

Brother Ed. Armstrong is hopeful that the company will get him a motor boat.

Our boys would like to know why the rolling stock isn't better repaired. They find it very difficult to keep time or give the public the proper comforts and service. Also, power being off so much lately has caused a deal of disappointment to the traveling public.

Our Superintendent thinks business would pick up if we were to run our cars into a prohibition town. He thinks some ladies would better patronize such a line.

We hope Brother Morton will soon recover from his cold.

Brother John Doughty is again at work after a severe attack of LaGrippe.

Brother Keating appears not to be wearing the union button these days.

The floors of our cars have been neglected lately. It is obvious that the wintergreen oils have run out.

Our boys are looking for some Good Samaritan to take their cars on Sundays after the First of May.

—622.

BALL A SUCCESS

Fall River, Mass.—The Easter Monday night ball of Division No. 174 was where the boys tried out their new dance. They practiced some time in the lobby before the ball took place. Brother Henry put them through their dances. The ball was very successful and enjoyed by all present.

Brother McFarland is still talking. It seems he cannot be stopped, and his case is now up to Brother La Pointe.

Brother Jerry Lynch was recently slightly affected with lovesickness. He is again back at work.

Brother Southworth is off sick.

Brother John Morris was out of town on a visit, a recent Sunday.

Brother J. B. Porter is looking for the night car so he can farm daytime.

Brother LaPointe makes a good yard master. He gives the best cars to our President.

The staff of officers of Division No. 174 for the year 1923 are: President, John R. Machado; vice-president, John F. Sullivan; recording secretary, Thos. Fletcher; financial secretary-treasurer, John W. Porter; conference board delegate, John R. Machado; executive board, Peter Atherton, Thos. Fletcher, John Golden, Frank Morris, Nicholas Wilkinson; auditors, Alfred Bassett, James Spencer, Dennis Shea; hall committee, John W. Porter, Peter Atherton, Frederick J. Wilding; correspondent, Fred'k J. Wilding; sentinel, Wm. Megary; conductor, Robt. Mullen.

—174.

BIRNEYS TOO LIGHT FOR HEAVY SNOW

Galesburg, Ill.—Brother Frank Warner and an estimable young lady got married a few days since. We wish them lots of happiness and sure would enjoy a good cigar.

Our extra men have been kept busy. Due to changing weather the regulars have suffered from colds. However, the weather is beginning to clear away and spring is invited.

Our Birneys were somewhat handicapped during the heavy snows this past winter, by being so light. Some of them were stuck for a time but finally managed to buck through. It resulted in a bunch of tired and worn out fellows.

Many of the boys showed up at the last meeting. We are sure glad to see such interest shown. Let the attendance grow. Several communications were read from absent brothers. We would be tickled to death to hear from them each meeting. Brother Richardson down in his old Kentucky home seems to yet think of us.

The Knoxville extra continues to run on Saturdays and serves as an evening tripper. There is rumor that a morning tripper will be put on that line. Muddy roads invite street car service. Autos are left in or stick in the mud between Knoxville and Galesburg.

Brother Tom Von Drake is off sick. Our Bachelor Club is getting small. Only three left—Brother Jeff Gilbert, the woman hater, Brother Steve Green, the widower and Brother Slim Nelson, the bashful bach, yet too young to risk a chance.

Our new officers are working well together. We are looking forward to good results.

Brother Joe Alters takes the last car out for home. It makes some of the boys jealous. Never be obstructionists. When good fortune shakes the hand of a brother, be glad of it. Don't get mad about it. Of all the worms that on earth doth crawl,

There is yet one, more cursed than all—
That canker worm, that Monster, Jealousy,
Which eats the heart and feeds upon the gall.

Dear Brothers, if ye must harbor this worm, please keep it to thyself and let it consume no one else. Let our watchword be: "Live and let Live." and help when you can. I thank you.

Our railway, light and power ball team will be on deck this season. All together, now, everybody root for the home team.

"Rhine Blues," by your correspondent, will soon be out. Don't forget to get your copy of this song. Help your correspondent.

—515.

BIRNEYS UNFIT FOR WINTER SERVICE

Bridgeport, Conn.—We can make a good report as we are progressing "Every day in every way." Wages are steadily advancing throughout the State and it is but reasonable for us to assume that ours will do likewise.

Our Company is contemplating a new fare system that will include tokens and transfers, which, if it comes to a head, will mean considerable more worry and work for the now overtaxed operators of the "Economy Cars." There is no end to the amount of work that can be piled onto one man without detracting his attention from the roadway in front of him and at the same time save as much power as possible. During the recent wind storms, nature was taking a hand in the power saving and a few of the boys will receive two berries when the three months expires. That's the stuff, boys, save and serve.

Our agreement expires June first and we are expecting the new agreement will far excel the old one in every way. Come to the meetings strong from now on and give us a hand to formulate your future career as a trolleyman and prepare yourself in the school of real life.

President John M. Hurley has obtained a new meeting hall, located at No. 189 State St. It is a palace but it has to be seen to be appreciated. Of course you know how to see it on the first Wednesday of each month. Be there strong. It is the only place to iron your shirt and do a good job.

We had some very hard battles with Jack Frost and Tony Blizzard during the winter but we beat them both to a frazzle. We kept the old trolleys on the run all through the season and never had them stalled once, not even for an hour, and that is some record in one of the worst winters of our career. Every time a young blizzard showed up, the management pulled in the Birneys and sent the double trucks out. They were life savers as far as keeping the road open was concerned. A few of the

boys were laid up with severe cases of grip and pneumonia as a result of poor heating.

The company is hiring a few new men and Financial Secretary John Cody is adept in obtaining new members.

Night barn foreman Rus. Smith is a busy man as the Toonerville trolleys come in after meeting all trains.

Brother Jubb is at it again. Hours are as nothing in his young life.

Brother Tommy Walsh is the "Sheik" of the New Haven line. He and his side-kick are studying the mushroom industry. The side-kick is our esteemed James O'Connell. Jim has a fine place on the banks of the Housatonic for the above mentioned industry. It has hidden in its bowels a huge tunnel—a rare relic of the ancient filibustering days of our ancestors. It is indeed very spacious, large enough to comfortably hold two or more autos lengthwise. The place is damp and right there is the place to plant the mushrooms. The climate in this tunnel is said to make mushrooms grow to enormous size.

Brother Jimmy Walsh says that married life is the best ever. That's what we all say the first year.

Brother Billy Echouse can talk turkey to his bees, but he can't say one word to his Tin Lizzie, and like a tough broncho, she threw him overboard bag and baggage. He was laid up for some time.

Brother Pat Ryan is back on his run again. He took a vacation via the manhole in front of the barn. The bridge tender at the yellow mill bridge had to call for help to pull Pat out.

We all join in sympathy, to Brother John O'Neil in the loss of his Mother and Brother and his own severe illness. We are indeed glad to see him back again. Sympathy is extended to Brother Januarius Manning in the loss of his dear wife.

Michael Dunn is with us after a few weeks illness and it is a pleasure to see him again.

Brother Joe. Dunnigan is rallying after a hard battle with pneumonia.

Now, boys, don't forget the first Wednesday in the month,
—PIPE A. B. D. 459.

WILL BE AT OAKLAND

Grand Haven, Mich.—Sure, Division No. 855 is still on the map. We took in five new members at our first meeting in April and have prospects of more at our next meeting. So I am sure we can say with the rest of the boys that "Every day in every way, we are getting better and better."

Besides, brothers, Division No. 855 will be at Oakland in September, if nothing happens. We are preparing for it, as we believe that the big biennial meeting of the Amalgamated Association is important, and should be well attended.

Are you interested in pets? If so, let me refer you to Brother Abbie Plant. He knows almost everything about rabbits.

Brother Robert Slater was recently killed in the power house, at Muskegon Heights. He was a faithful member of Division No. 855 and will be missed by everyone who knew him. We are in profound sorrow at his untimely death. Our sincere sympathy goes out to the bereaved family and friends.
—COR. 855.

AWARD RETURNS OLD WAGE RATES

Hamilton, Ohio.—The wage arbitration in which Division No. 738 was involved, has been completed, and an award handed down. The award granted our old wage rates and we have the same agreement for another year.

Brother M. J. Collins, an old member of our Local, has been granted six months extension to serve as Superintendent and General Claim Agent. During this period, he will hold his seniority upon the list. He is a good union man.

Brother Abe Weigal is yet on the sick list. We hope for his early recovery.

Brother Ben Laurence is all smiles. He is Daddy. At our last meeting we received three new applications for membership. A good attendance was present. Let's keep it up, boys. At our next meeting, bring one of those absent brothers with you.

Anyone in need of strictly fresh eggs, should call on Brother Chas. Saul.

Those of us who are looking for insurance, or for that matter, anything else, should proceed as advisedly as possible, as to whom they patronize, as there seem to be some more interested in bus men than they are in street cars. Let's patronize those who patronize the street cars. Our interest is with the street railway service.
—J. E. D.

ASSOCIATE BANQUET WITH MEETING

Lansing, Mich.—The first banquet of the year for Div. No. 563, was held March 7 with a goodly attendance. President Schneider made a few introductory remarks and introduced Brother George Allen as Toastmaster, who responded and introduced to the meeting, Brother John Milhisler, who gave a short talk on relief—caring for the sick, and those meeting with misfortune. Brother W. E. Chamberlain gave an interesting talk on co-operation. Representative John Holland, of the Michigan Legislature, was an honor guest and gave us a good talk on some of the work going on in the Legislature. He is from the iron mining district of Michigan and related the interesting processes used in the iron industry. Chief Inspector J. Beaumont and Joint Board Member C. W. Gregory made fitting remarks and after the speaking was over, the guests retired. One application for membership was accepted. Bills were read and ordered filed and communications read and placed on file. Brother A. L. Montgomery was elected to fill a vacancy on the Executive Board, and Brother A. Scott was elected Recording Secretary to fill an unexpired term. A resolution was adopted to amend the by-laws of the sick and accident branch so that upon the death of a member in good standing, a special assessment of \$3 would be levied and collected on the cards at the rate of \$1.00 per month for three months to create a fund to be paid to the beneficiary of the deceased. A resolution was adopted to require each member to arise and say something under the order of new business or welfare. Brother C. W. Gregory reported for the Delegates to the T. and L. Council and Brother John Creys reported for the sick committee. The day men adjourned at 11:15 and the night men banqueted shortly after midnight. The shopmen were also in attendance. At the late men's meeting the actions of the day men were concurred in and resolutions adopted were referred to the Executive Board to be taken up with the management of the company.

Our sick committee is very busy, a number being on the sick list.

Our company has been taking on a few new men lately. This will relieve the men who have been working long hours.

Brother H. E. Chamberlain is a candidate for city clerk, and Brother John Milhisler is a candidate for constable. Of course we are supporting them and hope they will be successful.

Brother Otto Whitman, our night inspector, recently took a week's vacation visiting Grant Rapids. —563.

SPRING OPENS

West Hoboken, N. J.—A hard Winter has been experienced by the members of Division No. 820. Jitney drivers did what they could when the streets were covered with snow to make our work disagreeable. We put plenty of energy in it, however, and managed to keep our cars on very good schedule. The weather is getting nice, and with our co-operative spirit we are showing good service this spring. It is recognized by the employing officials.

By putting plenty of pep in our work we will give President Nelson, more time to devote to our proposed new working agreement. We must show the company that we are in earnest and a satisfactory agreement will obtain. Do your utmost to eliminate future accidents and collisions. It will make matters easier for our officers.

Our meetings are closed at earlier hours of late. Let's show our faces to at least one meeting each month. All can attend the meetings held on the third Friday of each month at one o'clock A. M. This should dawn on the Stovepipe Committee. We can remember the expression of Brother Appleton: "Do less talking around the car houses about agreements and more of it at the regular meetings and show your strength by attending." Leave it to Appy and Nelson for Local 820.

Good looks count, says Brother Rheinhardt. Atta Boy! The fat men are the cats these days.

Brother Reilly, the oyster chef of our Delmonico and future Mayor of Industrial Township, has a new Sedan.

Brother Ernst has his wireless in good shape.

Brother Wendt must step some now.

Local No. 820 congratulates Brother Chas. Jennings on his re-election as President of the Central Labor Union. He got the hearty support of the trolley men. He has at all times supported us in the Council. He gave us the opportunity to meet Mayor Hague of Jersey City, when we presented the peti-

tion against the wreckless driving of jitneys and results were satisfactory.

Brother Quinn is a pool shark when it comes to playing for cats.

Brother Parisi wishes to thank the boys for their support at the time a friend was needed. He is again back at work.

Brother Diefers has a grudge against automobiles. They usually get him in Dutch.

Brother Howley is taking less days off for mayonnaise dressing.

It is suggested that Brother Vogt should stop eating fancy dishes. Fat men are scarce.

Brother Dan Hearn takes Brother Dihm into frozen fields for hay for his pigs. Brother Dihm keeps the pens clean.

Brother P. Moore is regularly working trippers and designs taking a trip to the Old Sod.

Brother Huggins had a chip on his shoulder as a pool shark until Appy showed him a few points. However, Brother Huggins paid for the dinner, showing him to be a good loser. —Err.

LOCAL CHANGES TO PROSPERITY

White Plains, N. Y.—Division No. 716 was instituted in the year 1916. During the following two years the Local was a wonderful success but in 1919 and 1920 the record was not much to boast of. For some reason the work of our officers during those two years was not very satisfactory and as a result the life of our Local was at stake during the year 1921. We needed a man of strong character as chief director and in December of that year we succeeded in electing Brother Haughey as President. He sure filled the bill, and is still at the helm. We also have a good bunch on the Executive Board. Some of them are old veterans that went through many hard struggles in the good old days.

Our main line—Barrytown—is keeping on very good time lately. Brother Joe Myles has thrown the handle away and Brother Bod Ostrander has stopped flirting with the girls. This accounts for improvement in the schedule.

We have the Jim Crow express—a tripper run—now running to the Fair Grounds.

Our Silver Lake line is running 100 per cent normal. They no longer block Mamaroneck cars. There was much trouble on the Lake Line during the Fall when the farmers were bringing in the hay. Lake St. is narrow and when a load of hay gets in front of a trolley, it means a drag the whole length of the street. If you don't believe it, ask Brother Si Perkins.

Our common council has issued an order to keep the busses off Main St. They must have known that Brother Jack McCord was about to pick a run on Scarsdale Line. Had they known Brother Ed. Green was to run there, probably the order would have been to elevate the tracks. —716.

REVERSE OPERATING PROCESS

Halifax, N. S.—In our city, beginning April 15, will prevail the rule requiring traffic to drive to the right on all streets and highways. Our company is busy making the necessary alterations in the Birney cars. The operators will find it awkward to drive the proper way, being accustomed to operate the controller with the right hand and the brake with the left.

Our Quadrille Party is to be held in Masonic Hall April 9. Let's get behind the committee and make this the greatest ball we ever held. It is in aid of the sick and funeral fund and every member has taken a ticket.

Our congenial night ticket agent has a fashion of raising his feet very high. Recently he set off the burglar alarm through this method. All the brave ones ran to his assistance. Lauder and Pierce ran so fast they are still suffering from heart trouble, either from the running or the fright.

Brother C. Butler is shining up these days. Armadale girls have their eyes on him. At least he thinks so.

Brother John Joseph would like to know why Crozier picks the best Sunday run and never works it.

Brother Keelar is wondering if the colored people know that, as well as being able to change dime, he also sells tickets?

Here's to the memory of Herriott LeFarge.

His death was to sad for description.

He was killed by a mob, in a terrible charge.

When he carelessly dropped his prescription.

—LONGFELLOW 508

STRIKEBREAKER CONVICTED OF COUNTERFEITING

Indianapolis, Ind.—Henry Benj. Meyer, a street car conductor, who was one of the company's strong arm men during the active period of the lockout instituted against Division No. 645, of the Amalgamated Association, was indicted by the federal grand jury for violating the counterfeiting law. Following his indictment, Judge A. B. Anderson in Federal Court recently fined Meyer \$10 and costs and sentenced him to six months in jail. He pleaded guilty to the counterfeiting charge, which was the palming off of silver painted pennies for dimes. It is not surprising that the sentence imposed upon him was light and it may be suspended on his paying the fine of \$10 and costs. He is a man who, of course, stood high in the affairs of union smashers. Our Battle Creek brothers can learn of his efficiency as a strong arm proposition by making inquiry of Mr. J. J. Mahoney under whose direction he operated here as a strikebreaker. If he is compelled to go to jail, he will likely obtain a vacation period from the employing company.

Judge James A. Collins of the criminal court of this city has set May 1 for the trial of Will Latta and Edward A. Hunt who are resting under a charge by the grand jury of having conspired with Richard E. Sipe, defaulting County Clerk to embezzle \$10,000 of the trust funds held by Sipe when Clerk. The indictment, as a result of Sipe's shortage of approximately \$143,000 was presented April 15, 1922. Sipe confessed. Will H. Latta will be remembered by many as the attorney of the Indianapolis Street Railway Co. who took a very active part in the institution of the lockout against the members of Division No. 645, and for the company conducted the injunction proceedings from which Judge Anderson granted an injunction restraining the Local and International Officers from accepting into membership, any of the employees of the company. Latta's course showed him to be in hearty sympathy with the purpose of the management of the company in the endeavor to destroy Division No. 645, and Meyer was one of the company's strong arm thugs.

Members of Division No. 645, who were reported sick are recovering.

Brother Harry Ramsey is again at home from the hospital and doing fine.

The Indianapolis Street Railway Employees Mutual Benefit Fund, per a statement for the months of November, December, and January, shows on hand January 31, 1923 in the Benefit Fund, \$3,992.16. The expense fund has a balance of \$1,024.51. Benefits paid during the quarter aggregated \$1,685. From the expense fund were paid \$518.00. The company has "contributed" \$18,000 to the Association. A statement shows that in eight years there were paid out \$40,151.90. The payment of the company into this Association, added to the princely salaries that the employees receive, is expressive of appreciable generosity.

—WHARTON.

HOLD ANNIVERSARY

Holyoke, Mass.—Division No. 537 celebrated her annual anniversary in a meeting held in Calcedonian Hall, March 8. It was a big social affair. A number of speakers were present and the entertainment program was excellent. Among the guests were Mayor John F. Cronin, Alderman P. A. Coughlin, Al. Fortin, Leslie Story, Com. Donnelley, President and General Manager L. D. Pellisier, Assistant Manager G. E. Pellisier, Treasurer, S. D. Nevins, Auditor, A. Dineen, Assistant Superintendent Ted Emond, Night Dispatcher Ed. Newell, Dr. J. L. Bliss, Car Bart Foreman A. Whipple, and Repair Shop Foreman Chas. Lyons. There were also delegates present from Springfield, Amherst, Worcester and Northampton. We regret that International Vice-President Wm. B. Fitzgerald, G. E. B. Member John H. Reardon and Attorney James H. Vahey could not be present, as was at first expected.

President John J. Kane presided. He introduced as the first speaker, Second Int. Vice-President P. J. O'Brien, who congratulated the Local on its 14th anniversary, complimented the management of the Holyoke St. Ry. Co. and urged continuance of the present spirit of co-operation.

President L. D. Pellisier spoke very fittingly on this occasion. He said in part: The officers of the union and the company are showing a willingness to get together, and that is nine-tenths of the battle. The spirit of co-operation is second to none. I wish to use this occasion to thank the Mayor of Holyoke, Holyoke Chamber of Commerce, news-

papers, and the citizens of Holyoke for the credit given us this Winter. I think that it is to the credit of the employees that this good service was maintained. The co-operation of the men and company this Winter has been the very finest.

Assistant Manager G. E. Pellisier took this occasion to repeat many of his statements in an address he made before the Association of Electrical Railways of America in Boston recently. He congratulated Local 537 on being 100 per cent organized and urged us to continue the good work.

Mayor John T. Cronin was introduced by President Kane. He came in late. He said in part: "It has been so long since I addressed a gathering of this sort that I may be a little rusty. I do wish to express my appreciation for what the street railway has done this Winter in keeping their lines open. At no time during this Winter have I found cause to criticize the service given to the riding public. The street railway has also served to keep the roads open for automobile traffic. I have already expressed my appreciation of this, but I wish to reiterate before this meeting of employees and officials. L. D. Pellisier knows how to run a street railway and has demonstrated it to the satisfaction of everyone in Holyoke. Organization is essential to everyone. It is so with labor. Men want the best possible working conditions, union men will give their best work in appreciation of it. I wish to congratulate the members of the trolleyman's union for their show of spirit and splendid co-operation." Mayor Cronin carries a union card and was at one time Business Agent of the Building Trades Council.

President Edw. Raleigh and Business Agent Martin Hennessey of Division No. 448, Springfield, Business Agent Peter J. Rooney, of the Worcester Local; President Levi Dayton, of the Northampton Local; Brother Rollin Hayes of Amherst, author of "Co-operation of Capital and Labor," Attorney Thos. O'Connor, and Alderman P. A. Coughlin gave interesting talks. Alderman Coughlin was against the jitneys in 1922 and now there is no jitney competition in our city.

The entertainment program consisted of Scotch impersonations and songs by James Munsie; Elford and Shaum in comedy acrobatics and soft shoe dancing; recitations by Brother John Train of Springfield and Brothers Walter Moynihan and Ed. Lehman of Holyoke, and songs by Brother Robert Astley, accompanied by piano. Professor Oscar Menard gave a few violin selections, accompanied by Prof. Wilfred Mongeon on the piano. Both are members of Div. No. 537.

Between the speeches and entertainment, cigars, sandwiches, doughnuts and coffee were served. A recess was declared until the night shift arrived at 12:30 when the entertainment was repeated for the benefit of the night men.

Our Local can thank the committee in charge for the splendid good time enjoyed by everyone. The committee comprises Brothers Wm. Doucette, Martin Quinlan, Eli Lavigne and Jos. Gagnon.

With everything said and done, it is for every member of Local 537 to keep up the good work and co-operation, and go up to the meetings. Make it your business to attend at least once a month.

It is with pride that Holyoke Local 537 enjoys a good reputation with the company and the public in general. We also enjoy fair wages and good working conditions.

—537.

ARE AGAIN AT WORK

Hamilton, Ont.—Division No. 876 can report going strong.

Nearly all of our boys who were off sick are again at work. This is pleasing. However, Brother Scott is still confined to his home.

Brother Alf Evans met with a serious accident February 27 by being caught between his car and the platform at E. D. Smith's Jam Factory. He sustained injuries, from which he has not yet recovered, but is improving.

Brother Ed. Stort has purchased a butter factory and we wish him success.

Brother Hurst and his intended wife have our sympathy and best wishes for her speedy recovery. She is in the St. Joseph Hospital sick.

Extras who are fortunate enough to catch runs out the West End of Dundas are advised not to go ambling about the back yards in that district. Brother Tom Mansfield lives up there. Ask Brothers Fred McDougall and Bradshaw. They know right where he lives.

—876.

PROPER TYPE OF SUPERINTENDENT

Springfield, Mo.—Division No. 691 meets the first Saturday night in each month at midnight. Our meetings are called to order at 30 minutes after midnight. On Sundays our runs go out one hour later, and this gives the day men one hour longer for rest.

Brother D. F. Ferguson, singularly as it may seem, recently got out of air and had to send for another car. Brother Howard Martin has purchased a new home at 1371 N. Grant Ave.

We are to have a ball team this season that will make New York take notice.

Our company is selling weekly passes for one dollar.

Brother Abbott Williams is on his farm these Spring days.

Brother Fred Buchanan reports each day for work the next day. He must be on the extra board.

Brother W. J. Mackey, wife and little daughter, Louise Elaine, recently spent the week end in Aurora, with his brother, A. B. Mackey.

Brother D. F. Alexander is now working days.

Brother C. C. Richardson has a new, fine \$100 dog home.

Brother A. R. Haynes got lost recently and was on Elm St. when he noticed a mistake. He went back to the square and around the loop three times before he came to himself. This, after 35 years on the Line.

Brother Paul Curtis, sick for two weeks, is again at work.

It seems we have separate meetings. Some meet at the regular meeting place, while the clique sits around in the trainmen's room. Cut out the barn meetings and attend your regular meetings.

Brother Tom East was recently called to attend his father's funeral.

Brother J. Stubblefield was recently called home to be at the bed side of his brother who is not expected to live.

Brother W. H. Abbott of the Nichols Line comes over to the Boulevard to help out on heavy trips.

We recently raised 50 cents additional upon our cards for sick benefits.

A fire broke out in the bus shed not long since. Night foreman H. M. Owings, baffled at turning in the fire alarm was told by a lady standing near to break the glass, which he did. After the fire, he apologized to the fire chief for breaking the glass, stating that he was sure the company would be kind enough to replace it. Brother Tom Shelley had the fire extinguished by the time the fire department arrived.

Our Superintendent, Mr. C. H. Copley, is one, grand man. As superintendent, he is liked by all of our boys. He keeps all of the cars painted in good shape, looking like new. He is the type of man who makes friends, even with the public. I wish also to add a little praise for our boys here. They are neat in appearance and courteous to the patrons of the road. —691.

ABANDON FARE BOXES

Staten Island, N. Y.—Brother Wm. Conway is confined in the hospital with a bad toe. Our hope is that Bill will soon get well.

President Leahy would like to know if Laskey Shotter. Would they Lynch Barry to a Green Post?

Brother P. Cassidy, who spent several months in the old country last year, returned around Christmas and started to work, but was later afflicted with kidney trouble and has spent some time in the hospital getting well. He is again on the job.

President E. J. Leahy has returned to work after a couple of week's sickness.

Someone has said that Brothers Chris Post and Jack Lee are to take bus driving lessons from Inspector Zeluff.

Dr. Parker, the faithful son of "Painless" Parker says he has plenty of experience running a rubber tired hand bus. Capt. Wm. Carroll might give us some advice on this subject.

As an anniversary event of the great battle of Manila, in which Admiral Dewey figured, President E. J. Leahy and his aides are rallying their forces to take up our agreement May 1st. The Battle of Manila was fought on May 1, 1898.

Our boys of Division No. 726 can boast of carefulness and honesty, a small number of accidents, and that this month completes the third year of the P. A. Y. E. cars with the fare boxes out. This, so far is the only road in the country where the men have been able to induce their employers to remove the fare boxes for so long a period during which

there has been no occasion for the company to even think of putting them back in the service. There is nothing more gratifying to the president, general manager or superintendent of a corporation like this, than to be able to say: "My men can be trusted."

During the Winter Local 726 had the dire misfortune to lose four of her best and oldest members January 1, 1923. Brother Henry Richardson passed peacefully to the eternal life. Only a short time ago Local 967 was installed on this Island. Brother Richardson left 726 and became a charter member of that Local. He was 62 years of age and had railroaded on Staten Island for 15 years. It was a rare thing to miss his smiling face at meetings. We sympathize with the members of Division 967 as well as with the bereaved family. Early in February, after an illness of a year or more, Brother Donald McLoughlin passed away in his 37th year. Ever during his illness he kept a brave spirit. He was much loved and his services, both to his employer and the Association were appreciated. His widow and two children survive, who have the sincere sympathy of our members. Another of our faithful charter members, who passed into eternal life after a lingering illness was Brother Murray. He entered the company's service September 10, 1899. In his last illness he received much attention from our members, who visited him. Brother Murray's absence will be felt at our meetings. The public in general will miss this man, who served them in a pleasing manner for many years. He attained to his 48th year. Division No. 726 extends deepest sympathy to the bereaved family. Sunday, March 4, 1923, occurred the death of Brother Edward Phillips in the Staten Island Hospital. He was one of our charter members. His widow and daughter have our sympathy.

The many inquiries that were made by patrons of our property relative to the conditions of our sick members, proved to your correspondent that the prevalent idea that a man on a trolleyman's card is taken little notice of, is a great injustice to those with whom we are in daily contact. Our four members, it is shown from the inquiries received, had endeared themselves to the patrons of the road. We may well know that others of us are so regarded by those whom we are serving.

We are most thankful at this time to learn that Brother Arthur Sohms, who was confined in the Hospital with pneumonia for several weeks is again out. —726.

SENIORITY DETERMINED BY COURT

San Francisco, Cal.—Div. 518 just completed a new sign up and the boys took their new runs Easter Sunday. A number of move ups for the motormen but the conductors didn't fare so well, owing to the municipal Bus Drivers signing up on the cars. Conductors have to give way to the Chauffeurs. A recent ruling in court by one of the U. R. R. Judges decided against the municipal conductors operating the busses. At present we are trying to get an injunction against the chauffeurs and hope to have our case transferred to another court. We feel that our fairminded Judge will decide in our favor.

Members of Division 518 express their deepest sympathy to the families of the late brothers, Wm. McDewitt and John Fulklove who died recently.

Tom Foley and Pat O'Grady have dissolved partnership. Tom has taken 6 months at the Potrero Barn just to get acquainted with the boys. Coa. Morehart and Mot. Brainard the inseparables are signed up together again.

Jim Flynn invited Pat Robinson to take a ride to the Beach and Bump the Bumps at the Church. Pat replied, "Nothing doing, all I have to do is ride on car 88 on lower Market St., a few blocks to get all the bumps I want."

The old stork arrived again, this time at the home of Mrs. and Con. McAuliffe and left a bouncing baby boy. Congratulations, Con. The other 3 are girls, so cheer up, Jack Shea and Jack Ledden.

Of the 3 best storytellers, O'Neil, McGhan and Ed. Walsh, we will have to string with McGhan this month. He says he was coming outbound on the B-Line 10 minutes late and when about to cross Kearny St., a big truck cut in front of him and stopped at the regular car stop mark. Inspector Solemnick rushed out on the street and without taking his eyes off the book, said, to the truck driver, "Put your passengers on the car behind, and switch back at 33rd Ave."

Brothers T. Maguire and Jansen are again at work, following sickness. Brother Maguire sustained an operation for stomach trouble and was off for four months. —518

DESIRE WELL ATTENDED MEETINGS

Concord, N. H.—Division No. 718, at her annual election, elected the following officers: President, Clarence B. French; vice-President, George Welch; financial secretary, Harold Tippet; treasurer, Charles Bean; recording secretary, Harry Perry; corresponding secretary, Arthur J. Hobbs; warden, Thomas Cleary; conductor, Bert Ferrin; sentinel, Agustas Smart; executive board, Burt Young, George Welch, Thomas Cleary, Victor Osia, Lornie Neff.

We sincerely desire that all the meetings of this year will be well attended. Let's hope the new officers carry on the business as well as last year's did so there will be nothing to kick about.

Any items of interest the brothers may have, your correspondent will be glad to receive. We wish all to feel that the Union is their Union and thus will give encouragement to their officers.

There was plenty of snow in New Hampshire this winter. Supt. Crawford and Inspector Carpenter, aided by the men, met the situation in a creditable manner. Spring is surely welcome.

The new register has been installed and seems to be a great improvement.

The power house at West Concord has been repaired since the fire.

Brother Harthorn says Dearborn's Corner is a comfortable place provided you can take the train to Concord arriving in season for breakfast. Others think Head's Hill is more cosy.

Conductor William Reid has been passing round the cigars. We all hope your future life, Bill, will be a bed of roses.

The one man cars, although greatly disliked by the public, are still running on the side lines. These cars have been conveying the shopmen to their homes on the Manchester line. —718.

INCREASING IN PATRONAGE

St. Louis, Mo.—Brother Geo. J. Hodges of Buffalo, N. Y., was a welcome visitor here recently. When we were discussing the Buffalo situation at our meeting, he arose and stated that he wished to inform us that every dollar and every courtesy shown to the Buffalo brothers is being highly appreciated. He reports the men to be game and making a good fight. He said even the Mitten forces realize it. We also realize that the fight is ours. While through advice we had taken off the assessment for April, we stand ready to put it back, if needed. Our admonition to our Buffalo Brothers is to go ahead. We are with you until the end.

We are having well attended meetings, both morning and evening, and obligating good classes at each meeting.

Our company has found it necessary to make new schedules for most lines, as travel has increased materially.

Brother R. H. Enke has been obliged to resign, due to ill health. He was captain at the ahead since we were first organized. Brother Jos. C. Brown was appointed to fill the vacancy.

Brother Chas. Hughes seems to have grown tired of single life and told his troubles to Miss Selma M. Morris. The result is that they have been married and are now very happy and have the best wishes of a host of friends, including all of the members of Division No. 788.

Brother A. J. Hulsey was recently called to Sullivan, Mo. to attend the funeral of his brother. He has our sincere sympathy. —788.

ACCIDENTS RESULT IN INVESTIGATION

Waterbury, Conn.—Brother William Kiersted and Fred Adams are reported on the sick list.

Brother Nelson J. Hurd was taken from our ranks by Death on March 25. A widow and children survive him who have the sincere sympathy of Local 570.

Brother babe Reynolds has been appointed to the inspectors staff. Again, watch your step, Charlie. Things are different. No hiding behind poles or bushes. It is very dangerous, especially at the end of the lines.

Brother Frankie Donovan has resigned his position as night Supt. of Car Barn to become an automobile salesman. Local 570 wishes him luck. Brother John Fogarty has been appointed night Supt. of the Car Barn to fill the position left vacant by Brother Frankie Donovan. We wish him the same success and assure him the same co-operation we gave to his predecessor.

The one-man cars are not paying so well in our city. The company has had three serious accidents

with them. In two of those accidents, two lives were lost and several were injured. The public claim them a menace to the lives of the people. The Public Utilities Commission is making another investigation which was petitioned ordered by our Board of Aldermen.

Brother Joe Hanlon says if you wish to board his car you want to always allow two car lengths before he will stop. He has to keep going to make his schedule.

It is a race on the Bacon Falls line to see who gets the lights first, since Charlie McClusky signed up for a run on that line. Ask Tom Cotter or John Norton. —570.

MINERS NOT MURDERERS

Marion, Ill.—Brothers W. J. Albright and F. Vinson were candidates for city commissioner in the last primary. Two better selections could not have been made.

Brother Ed. Burns came all the way from Carterville in second. Hudgens says, "No."

We now have a new waiting room and freight office—an improvement.

Brother Ernest Long is at present constructing a new home.

Brother Motesinger's father-in-law passed away some days ago. He had reached old age. The family have our sympathy.

Dr. Casey, Brother-in-law of Secretary B. F. Lowe, recently died of pneumonia.

The big Herrin trial is now on. This is the second trial and we are confident that the miners will come out clean in these efforts to prosecute them. It is not a good law or good policy of society to permit the exercising of a privilege of imposing upon a community a band of armed thugs, whose very purpose from the fact of their equipment, is to slaughter their fellow men. The citizens of Herrin are no different than the citizens of other creditable communities. Neither are miners murderers. —COR. 293.

BUSINESS INCREASING

Evansville, Ind.—There has been several changes made here. Many older men have left the service recently and a large number of new men have been employed. We have been very successful in getting these new men into the organization. On our day meeting of March 12th, we took eight into our ranks, five of which were men who had left our ranks and desired to be back with us again.

Brother Phipps is very much improved and will soon be back at his post.

Brother Brust was confined to his home for nearly three weeks with the "flu," but is back on duty.

Brother Norwood has lost several days due to stomach trouble.

The Company has done lots of improving on the track this winter and spring. Main street is about completed. New rails have been laid in concrete and all new switches were installed, two of which were electric.

Street cars are patronized here more than they have been since the war. According to a report recently published in a daily paper by an official of the company, the receipts for the year ending February 28th, were much heavier than they were the preceding year. This is encouraging for all, especially for the employees, for we feel the increase in business should benefit us in our new contract. —COR. 878.

SEEKING NO WAGE CHANGE

Winnipeg, Man.—There will be no change in our wage and working agreement here this year. Our present wage rates of 46¢ for first six months, 49¢ for the second six months, 53¢ for the second year and 56¢ thereafter, with time and one-half for overtime and 5¢ per hour additional for Sunday work will continue for another year.

Division No. 99 can report favorable progress. The time is not far distant when the effects of rivalry will be healed.

Former President Cheadle of our Local has been off for some weeks with congestion of the lungs and double pneumonia. He is now getting better and we are pleased that there is a surety that he will soon again be at work.

President Mathias is in General Hospital undergoing treatment for gall stones and leaking valve in the heart. He may be required to undergo an operation, but we are hopeful that he will get along all right. —99.



UNKNOWN RAILWAY MEN OF HAMILTON, ONT

MOB METHODS IN MEETINGS SHOULD CEASE

By L. D. Bland, International Treasurer

Every member of our organization who values decency should stand for fair discussion in our meetings. It is every member's right to be heard at a meeting, provided he keeps within the rules. He may be out of plumb in his reasoning, and his argument may be as far from truth as the poles, but he has a right to be heard and to be given a respectful hearing.

The meeting is the proper place to discuss matters affecting our organization. Each member should have the same right and privilege to the floor. No member should be denied a fair hearing. Shouting members down and hurling insult at them when they are endeavoring to express their opinions should be condemned by every right-hearted person. Such tactics are not practiced by the civilized and reflect neither courage nor manhood.

The member who is not willing to give a brother member a respectful hearing is practicing the method of the tyrant. He is neither an American in spirit nor a trade unionist at heart.

The great bulk of our members are decent, up-standing men, who respect their fellows and show them courtesy. The howlers, who respect neither themselves nor fellows, are comparatively few, but when spread throughout a meeting in disturbing groups their indecent activities cast a reflection on the whole membership.

Cave men tactics in our meetings should cease. If we are to continue as a business organization, composed of intelligent beings, holding the good standing we have striven so hard throughout the years to achieve, we should protect ourselves against the indecencies and insults of unrestrained tongues and mentalities lacking a safety valve.

Free speech is the bulwark of democracy. It is the foundation of the trade union. Let it be accorded the most humble member of this Association. He may be wrong, which is his right, but let him be heard.

If good judgment and common sense are applied in making purchases, an increase in the demand for the union label, card and button is sure to follow.

Much appears in the daily newspapers, which are accessible to propagandists anxious to open the flood gates of immigration, about the shortage of labor. They appear very apprehensive. A little actual data upon this subject, however, refutes the insinuating suggestion that there is any danger of a shortage of labor. The Illinois Employment Bureau Bulletin is authority that at the present time there are 136 persons seeking each 100 jobs in Chicago. In Aurora, Ill., there are 139 applicants for each 100 jobs. In Bloomington, Ill., there are 110 persons for each 100 jobs. In Danville, 147 applicants for each 100 jobs. Decatur shows 212 persons registered for each 100 jobs. In Joliet, in January, 143 persons were registered as seeking each 100 jobs. Moline and Rock Island 114 for each 100 jobs. Peoria, in January, there were 152 applicants for each 100 jobs. Quincy showed 111 applicants for each 100 jobs. Springfield showed 112 applicants for each 100 jobs. Los Angeles, Cal. reports 45,000 men idle. These figures don't warrant any increase in the importation of labor. Data in the U. S. and Canada shows no dearth of labor and wage earners seeking employment are yet plentiful.

A safe and sound savings investment is available in U. S. Treasury Savings Certificates. They are sold on a discount basis, payable in five years, at rates of \$820 for a \$1000 certificate, \$82 for a \$100 certificate and \$20.50 for a \$25 certificate. This means that when one has \$20.50 to lay aside, it can be safely invested in a U. S. Treasury Savings Certificate, which at the end of five years will be payable at \$25, making an interest of \$4.50 upon \$20.50 in five years, or better than 4 per cent. They are as safe as the Government itself. The insolvency of a bank has no effect on them. Neither do you have to retain them for five years. You can, at any time, return them to any bank and receive more than 3 per cent on the investment for the time you have possessed the certificates.

It was recently heralded to the world that Mr. Thomas Mitten, at the instance of the Women's Clubs Political Leadership of Philadelphia, was elected School Director in that city. The "Mitten Plan" got front page advertising in the world's great mentors. The solver of America's labor problems was chosen to pilot the educational course of one of America's most populous cities. Due to some vicious meddler in politics, a later announcement was made to the public, but in a remote corner of the back pages of newspapers, that, Mr. Mitten not being a citizen or legal voter in the U. S., Philadelphia had elected a British subject to the school board. That shouldn't have been told. It requires no citizenship qualifications to be president of a traction company in the U. S., neither does it require citizenship qualifications to lead a lockout of American workmen.

ORGANIZATION AS RIGHTFUL ON MUNICIPALLY OWNED AS ON PRIVATELY OWNED INDUSTRIES

From Recent Address of President W. D. Mahon Before Detroit Branch of Div. No. 26 of the Amalgamated Association

Brother Members of Div. No. 26:

This is an unusually bad night in which to have expected you to be in attendance in any great numbers at this meeting, and I am pleasantly surprised that there are so many present.

This Local of the Amalgamated Association and I have passed through some very serious periods, not only serious to the Organization in general, but serious to the membership in this city. Among those present here tonight, I can see faces of those who have passed down the line with me for the last 25 years and were of those who thirty years ago started this grand organization that has been the marker for the growth and advancement of the entire Association. You were with me and I was with you. We had many stormy battles, but you have brought this Organization to its present standing, and I believe that one of the most serious situations that confronted you was when this property was taken over by the city. Your maintaining of this organization shows that you older men have not lost sight of the purpose that led you on for more than 20 years, down to the present time.

When I came to Detroit there were in operation upon the street railways here, horse cars. In fact, Woodward Avenue and Jefferson, I believe, were the only electric cars in operation. There were no vestibules upon those cars. You and I associated together and put through a vestibule law to protect the men operating the cars. It was this organization, and had you not been organized and recognized the purpose for which you were organized, the vestibule law would not have been enacted. I well remember your struggle to obtain air brakes. You were successful in that. In fact, every advancement has been led by you and you have improved wages and conditions of employment to the point where they stand today. In fact, you had effected these wages and conditions when you were taken over by the city of Detroit. When you first started your organization, our horse car operators were paid 16 cents per hour. Motormen on electric cars were getting 18 cents per hour. It was also your effort as an organized body that brought the wages to those rates. That was the condition that I found here. This organization has made the improvement in seeking legislation to which I have referred and you have made improvements in your wages and working conditions, struggling through every endeavor and taking chances, until you have brought your wages to the present standard and it is not necessary for me to say that there is a difference between 16 and 18 cents an hour and 60 cents an hour.

Boys, you led the way. You survived through every struggle and you saw other Locals developing in this Association until the Association now stands out and is recognized as one in the first rank. As a matter of fact, you led the way in obtaining the privilege of being seated while operating your car. You were among the first to obtain seats so that motormen and conductors would not be obliged to stand from one end of the line to the other in the operation of street cars. Now this has spread so that it is generally the situation throughout the street railway world in the United States and Canada, and practically wherever our organization has asserted its influence. You obtained a law for heating cars and heating vestibules. You were pioneers in that. You have obtained a six day week law, following close in this move on the heels of your Canadian Brothers who were the pioneers in establishing through their organization the six day week. Then came this situation right here in Detroit.

I have been accused of repudiating municipal ownership and operation of street railway service. Those who accuse me of not favoring municipal ownership do not understand the situation. I have seen practical municipal ownership. I have seen street railways operated by municipalities. I have seen those municipalities deny to the street railway workers the right of industrial collective agreement. That is what I oppose. When a municipality goes into municipal ownership and operation of an institution that employs men in an industrial capacity, and denies them the right of collective agreement, they are wrong and I am opposed to it. I am opposed to anything that takes from men the right of organizing and dealing collectively in their affairs.

Here in this city you boys went through with what I think was one of your most serious of situations. You were taken over. The administration was not friendly to your continuing your organization. But you were organized. You maintained your position. You maintained your right. Through organization there had been obtained in the charter the right to arbitrate. That is one of the basic principles of our organization. We have always stood on arbitration. You drew back on that principle when collective agreement was denied you. We knew the position of the City Hall. We sent Judge Jeffries down there to open the door. He succeeded in opening the door and then we took up the question of agreement conditions, and those conditions were worked out. You have got your arbitration provision in the shape of a practical agreement with the city. The method of arbitration exists. It is down in black and white. It is a legal instrument. When in Toronto I called this to the attention of our people there and we obtained legal advice that this method of the commission adopting a resolution and placing it upon the Minutes is a legal measure, and it makes a legal proposition for you. That is the type of agreement that you have. You are recognized in it collectively. You

have not only established your arbitration in the city charter, but you have it established upon the Minutes of the city street railway commission. It is the method by which your troubles will be adjusted. You cannot fail to see the importance of organization, as this matter could not have been worked out without your organization. It was the work of your organization.

I have always sustained arbitration in our matters. It avoids suspension of the operation of street cars and the suspension of the operation of street cars is a great inconvenience to the public. We are public servants. It is our duty, so far as we can, to give good public service. That is what we are paid for. That is what we always intend to do and we want it continuous. I am opposed to strikes if there is any other way out of it, but I am also opposed to slavery. I am opposed to any municipality enslaving men who work and, therefore, I am opposed to municipal ownership denying men the right of organization and the right of collective agreement. It appears now that we have worked out a method by which this right of collective agreement is not denied to us. We can go on with our organization. Some people, as I have said, charge me with having become cold to municipal ownership. I want to say that I was with Pingree on municipal ownership. And I have not changed. But I take this view industrially. Industrial workers have the right to collective agreement. They have a right to have something to say about the conditions under which they shall work and the mere taking of an industrial concern over by a city or municipality cannot change the rights of the workers. When this is recognized I am as much for municipal ownership as I ever was. Here you have established your foundation. We now have the foundation in a practical collective agreement. That foundation is the arbitration clause. We got it into that charter amendment through our organization, and by adopting the charter amendment the people gave us this foundation for organization.

Under the arrangement you have worked out with this commission two subjects are left movable. Those are wages and hours. It is a day to day proposition. Wages and hours are the important things in labor. The hours are governed largely by schedules and there is little question but what the schedules in this city should be so changed or so arranged that a better allotment of service day work can be had. That, I understand, is a big thing here and this condition, of course, you will observe as soon as possible. The management has claimed that they did not have sufficient rolling stock. Mr. Goodwin had practical ideas of street railroading, but he is sick and now this management is in different hands. However, as nearly as I can learn, this situation will be worked out with the present management. Mr. Schram was inexperienced, but I am advised that he is fair and there is little question but what we will get better schedules.

There is another subject I want to discuss and that comes up in your understanding with the street railway commission. You will note that the subject of the closed shop is left out of your agreement. You are working under so-called open shop conditions. I am not so sure but that the open shop makes greater activity in the union than the closed shop does. Before, the men were required to work here 90 days before they could come under the protection of your agreement. Now, as conditions exist, new men can have that protection immediately upon becoming members of your associate character—your organization.

I want to say that this organization is of voluntary membership. No one was ever forced into this organization. It is your organization. It is the worker's organization. There have been many prohibited from becoming members of this Association through the undemocratic policies of managements of street railways. But there is no instance where managements of street railways ever drove men into this organization. It is true that after men have organized voluntarily and established their organization and established working conditions and gained wages they do not want to lose that organization and, therefore, they look about for some arrangement with the management of the property by which men will be employed, with a full understanding that they are to be members of the organization. That is the closed shop principle. Newly employed men coming into our ranks do not understand its principles. It is up to everyone of us, who is in, and we so understand it, to educate them in the trade union movement. So, under the old arrangement with the D. U. R. men were so employed. But they were not permitted to become members until they had been in the service for three months.

There are places where we have these so-called open shop agreements and I can cite you to Pittsburgh where membership of new men in the organization is dependable upon the old men. As a result, men who obtain employment there are in the union. They become members of the union as soon as they are instructed in the employment and take their places as motormen or conductors, and Pittsburgh has an A No. 1 organization. All men are in, and they have the protection of the organization, as soon as they are in. It will be so here. Only I want to call it particularly to the attention of you younger men. I want you to realize that you are in an organization that was voluntarily formed by the older men, and those older men have maintained this organization for some thirty years.

It is now up to you young men to take their places and continue it for 30 years more. You will soon see its advantages. You can know its advantages from the fact that you are getting better wages than you would have been receiving had this organization not been here. You are getting better working conditions. You wouldn't be assembled here had this organization not been here when you came onto the prop-

erty. It is the old men that have made this organization.

You also have political rights. You do not sell your political rights by working in this occupation and you have shown it. The man who tries to take your political rights away will have a tremendous battle.

I regret that before the door of the Mayor was opened to us, some of our old men listened too much to rumor and dropped out of the organization, sacrificing their property rights to benefits in order to hold their employment. Those old men who were entitled to those benefits of the organization—death, disability and old age—and who had paid their money into this organization to establish those benefits, got frightened. A policeman came into this meeting this evening and asked you to support an Old Age Pension proposition that is to be submitted to the voters of this city. You have your Old Age Pension proposition. You long since established it and it doesn't come to you in the shape of a pension, it is handed right out to you—\$800 from the International and more than that from your Local. You get it in a lump sum. You can use it to go into some little business if you like. It amounts to more than your pension would amount to even though you were receiving the pension that these policemen are seeking. And yet there are some of our old men who listened to rumor and as I say, became frightened and dropped their membership. They dropped all of these benefit privileges. So I would that you would warn your associate members not to pay attention to rumors and newspaper write-ups, as they are not dependable. Remember, you are organized, and as long as you remain solidly organized, you will maintain all of your benefit rights and you have the opportunity to associate together in meetings like this and determine upon what you shall have during your life, as well as being protected for old age and protecting your beneficiaries in death.

Now, that you have your foundation established, you have your basis of agreement, you will be able, by maintaining your organized condition, to secure many things in the way of benefits and working conditions. You have the way to get those things. You now have the means of dealing upon those conditions with the street railway managements.

I am a little surprised that you have gotten as good wages and working conditions as are written in this understanding with the street railway commission. I used to think however, that the D. U. R. made the worst schedules possible. We were compelled to continually plead for better conditions through the schedules. They made about as bad schedules as were called to my attention. We continually tried to wring better schedules from them. We got some improvements. Yet they were bad, and as I say, I always looked upon them as the worst schedules that it would be possible to make. But I find that under the present arrangement schedules can be made worse

than the D. U. R. made them, and you have your means of adjusting them. Your agreement provides that you can open such conditions upon reasonable notice and in the event that you are unable to agree upon the means of adjustment you have the other means—arbitration.

If you 3,000 men hold together, you will maintain these privileges. No one will have the temerity to try to wrest this means from you. I look upon the foundation you have established as one that will last, so long as you 3,000 men hold together, and so long as you hold together I am sure the politicians will respect you, and it is only the politicians that would try to deprive you of your rights.

It is well enough for you to watch out and see that the proper men are in these political positions. So long as you remain organized you will look out. You will be able to work together and vote together. And that will be for your own interest.

Do not become too seriously concerned about this closed shop proposition. Pittsburgh is 100 per cent organized and as I have told you, men in the Pittsburgh Organization immediately obtain protection of the organization. It is alive at all times. Work at all times for your organization and work your organization at all times for what you want, and let your wants be reasonable and the people will be your friends.

Now it is up to us to run this road for the public. Work with Messrs. Schram and Ryder who are managing it, and give the best service possible. Should they be displaced, work with those who take their places. Bear in mind that there is more resting with you in giving the public service, than there is with the management, as you do the work. You meet the public. Be courteous to the public, show them that you are interested in them and interested in this property and you will hold the public with you. Let us maintain our proper freedom through organization. You can be as free politically as are the men of Chicago, and they are absolutely politically and industrially free.

In closing, I want to urge you young men, and plead now in the interest of your wives and children, and your future wives and children, to maintain your right of organization in actively dealing with the management of this property. You will be a strong force for good in this community. You will make this property a success. You younger men take up the fight that the old men are laying down, as they pass out, and go on with it for the next thirty years, carrying the old banner of Division No. 26 of the Amalgamated Association before you. There is much work ahead for you. Attend your meetings. Appoint yourselves as interested, active committeemen to see that others attend these meetings. Keep your organization a live issue. Remember, that it is your organization, and its life depends upon you, and you are sure to succeed. You will never move back.

CONFUSING

The supreme court says a minimum wage law for women is unconstitutional. Congress tried to guarantee women and girls working in the District of Columbia enough money to live on. But the great court says "no."

The same supreme court that calls a woman's minimum wage law unconstitutional recently announced that big profits for a gas company are highly constitutional. The people of New York were forbidden to regulate the price of gas because that might keep the gas company from making reasonable dividends.

All that is confusing to those that combine deep respect for the supreme court with a vague idea that it is just as important to pay a girl enough to live on as it is to pay a gas stock owner enough dividends to pay for travel in Europe.—Detroit Times.

The second trial of the Herrin miners charged with responsibility for the deaths of 22 gunmen, has resulted in complete acquittal and exoneration of the miners. This was followed by nolle prosequi of other indictments and the so-called Herrin Massacre becomes a matter of history. There was no attempt at prosecution of the gunmen, who coldbloodedly killed the two miners and attacked farmers and other citizens of Herrin. It was these murders and attacks on the part of the strikebreakers that caused the now justified defense the people put up in routing the private detective agency gunmen in which the 22 of them were as likely killed by their associates in their panicky effort to escape capture by the citizens as by any defense acts of the peaceful people of that Illinois mining town. It was shown that many of them were shot in the back while in the lead in their rush to escape from the mine gun pits. It is a well known fact that when any of these detective agency gunmen endeavor to escape from the corral they are shot down by their associates, if they cannot otherwise be halted. There has been a remarkable contrast in the way this case was presented to the public by the newspapers to lead the public to believe that the Herrin miners' union was responsible for the deaths of the 22 gunmen and strikebreakers and the way these same newspapers are treating the horrors that have marked the cowardly murders, assaults and deportations of the locked out railway shopmen of Harrison, Ark., and along the line of the Missouri and North Arkansas Railroad. In this case the railroad company was far more open in its riotous assault upon peaceful citizens than were the mining property owners in Herrin. Evidently feeling an immunity from prosecution from the fact that no one was prosecuted for the murder of striking miners in Herrin, the M. and N. A. Management was encouraged to go further. The policy there was not to shoot the railroad strikers but to lynch them, beat them up and whip their women

and children and force them into exile. The Governor of Arkansas refused to take any part in an investigation of this display of union smashing but the legislature appointed a white wash committee that was very successful in whitewashing the affair and Senator Norfleet, who was on this committee expressed himself that it was a "great pleasure to see the spirit of Americanism displayed by the people of Northern Arkansas." The Americanism to which he referred was undoubtedly the "American Plan" adopted as the slogan of union smashing employers. When one contemplates the enactment of such atrocities at the hands of capitalism within the United States, it rather shades criticisms of the darkest of Russia's history and traditions.

Some of the legislative investigations that have been promoted by Congress and various state legislatures to investigate reports of the exploiting of labor, both in the states and in Hawaii, may be looked upon to be as effective as the pre-war high cost of living investigations, so far as any good that may result to labor. Those of organized labor have long since understood the nature and results of such investigations. One of these legislative committees investigated the atrocities in Harrison, Ark., where the steam railway shopmen were on strike, and has evidently exonerated the railroad company in the precipitation of the riots. Another in Michigan challenges the charges of the Federal Labor Department that child labor is exploited in the sugar beet fields of Michigan. Instead of relying upon legislative investigation and equity orders of courts, labor can care for its own affairs best by organizing. Organized workers tolerate no such conditions in their employment as recently came to light in a Florida lumber camp, where logging and lumber manufacturing is being conducted by private corporations through the employment of prison contract labor. These Florida lumber manufacturers employ a few gunmen as bosses who are expert in wielding the lash. Brief dispatches published in newspapers show that a farmer boy who had beat his way into Florida on a freight train was arrested, and under Florida laws sent to prison for three months and farmed out to a lumber manufacturing company in the chain gang, where he was so brutally beaten that his death resulted. Unfortunately the North Dakota parents learned of the horror and the North Dakota Governor is investigating. Otherwise, it would not have come to light as it seems that there have been many other like instances that were smothered in the camps. Without organization, what can the employes of that lumber camp realize in the way of wage rates or working conditions. The employing company supplied its labor boss with a "whip," the lash of which weighted 7½ pounds. Of course, the lumber company will not be prosecuted for this "Open Shop" atrocity. And the Company will defend the thug boss as a part of the system.

The general cost of living throughout the U. S. was 11 per cent higher in February, 1923, than in February, 1922. This is according to the Federal Labor Department Statistics. Foods, drugs, and medicines, chemicals and furnishings for the home show considerable gains and cloths and clothing increased $14\frac{1}{4}$ per cent. Fuel and lighting were 11 per cent higher. Metals and metal products were $26\frac{1}{4}$ per cent higher, and building materials advanced 23 per cent. Cotton textiles, silks, pongees, hat trimmings, etc. have advanced. On 4-4 bleached cottons prices have been advanced one-fourth cent for Pacific mill goods. Indianhead bleached goods advanced one cent a yard. Advances on white sheetings and pillow cases are expected when the new lists are issued and it is said that they may run to a basis of 72 cents for 10-4 goods, against 65 cents, the basis that has prevailed for sometime past. It is said that the tariff is responsible for 80 per cent of every increase made in the cost of cotton and woolen textiles. The remainder is due to the high cost of raw cotton. An authority is that the last of the important lines of Eastern Ginghams opened in New York for fall a price of 21 cents for 26-in. Bates seersucker gingham. The last previous price on this goods was $19\frac{1}{2}$ cents. Bates zephyr ginghams were priced at $1\frac{1}{4}$ cents advance. These are mill prices and will be more greatly advanced by middlemen and dealers as the ginghams pass from the manufacturer to the consumer. An authority in examining the data states that "while the farmer is paying these large increases for what he consumes, commodities which take about two-thirds of his outlay for his family and farm, the products which he has for sale have increased in price only about 8 per cent. Clothing which he is compelled to buy has increased $14\frac{1}{4}$ per cent, hardware, tools, wire implements and vehicles, 26 per cent, chemicals, paints and oil, from five to 20 per cent, with lumber, fence posts, shingles and furniture, 23 per cent in advance of a year ago."

The Cleveland Trust Company in its Business Bulletin of March 29, in commenting upon the general business situation, says: "At the present time, we are in a period of business prosperity, and of general confidence. No one can foretell just when the top of the present period of prosperity will come, but the safest course is to expect that the rule that has held good during the past thirty years will continue to operate, and that the highest point in these good times will come in about $3\frac{1}{2}$ years after the last high point." This observation of a big business institution, basing its prediction upon years of experience in the business world, makes it presumptive that the present period of prosperity will extend into the year, 1924, before the next depressive period in business affairs sets in. The expression could have led further by continuing the statement to include that the recession of prices in these periodic depressions is also governed by the rule that no succeeding

depression ever brings prices down to the level of the preceding depression and the process is a constant upward tendency in the high cost of living.

For a street railway property, good will of the public is an important feature in operation. And revenue element of the public is the street railway patron. Who are the street railway patrons? At least eighty of every one hundred of them are wage earners. The men who work on the cars are wage earners. There is a fraternity there—an element order. The enunciator of wage earners is organization. And organization is the directing agency of the good will of all wage earners. Therefore, it is the strongest directing agency of the good will of the public.

Among street railway spotters employed by the Buffalo Street Railway Company are given out the names of Mrs. Clara Kern, 90 Prospect Ave., and Mrs. Diana Harris, 28 Eighteenth St., Buffalo. These two individuals were disclosed as spotters in a case where a jitney driver was charged with refusing to show his license to a special officer in the employ of the company. He had the license and the case was dismissed.

THE M. U. R.

By Ruby Gordon

Life with the Interurban is just one continuous thrill,
We've gone in the hands of the receiver, but let
come whatever will,
We are trying to look pleasant, and we're bound for
a grand success,
Cause people just can't get along without our lim-
iteds and express.

We love to hear their rumbling wheels and hear their
motors hum,
And it's impossible to convince us that our cars are
on the bum.
Conductors are always pleasant, you will find them
so each day,
And when you know our motormen, you'll go no
other way.

The agents too, we try to please in every way we
can,
We answer questions by the tens of How and Why
and When?
Sometimes we get down hearted, our attitude not the
best,
When up speaks a little lady, "Please when does the
3:33 go west?"

Of course we answer her politely and turn our faces
to the wall,
When from another corner comes, "Would you a taxi
call?
I have such a lot of baggage, and the baby's kinda
sick."
And some one at the window shouts! "Come! Give
me a ticket quick."

But they say life's what we make it, so we go smiling
on our way,
And we are more than confident, things will brighten
day by day,
If you will only co-operate and all your patronage
give,
We'll guarantee you courtesy and our good road it
will live.

We're sorry this thing has happened from no fault
of ours we know,
That's why we can keep on smiling as out on our
tasks we go,
So if you a trip some where have planned and wish
to take a car,
We invite you to this road of ours for you'll like the
M. U. R.

CHARLESTON, S. C. AGREEMENT

MEMORANDUM OF AGREEMENT entered into this 31st day of December, 1922, by and between the CHARLESTON CONSOLIDATED RAILWAY AND LIGHTING COMPANY, CHARLESTON, SOUTH CAROLINA, their successors, Lessees or assigns, party of the first part, hereinafter known as the "COMPANY," and the AMALGAMATED ASSOCIATION OF STREET AND ELECTRIC RAILWAY EMPLOYEES OF AMERICA, DIVISION No. 610, party of the second part, hereinafter known as the "ASSOCIATION."

Section 1. That all business shall be transacted by the properly accredited officers and representatives of the Company, and the proper accredited officers and committees of the Association.

Section 2. That a days work of 80% of the regular runs shall be completed in Nine (9) hours as near as practicable, with a maximum of Ten (10) hours, and a minimum of Eight (8) hours and the remaining 20% of the runs shall if deemed necessary by the Company, be made into Split or Swing runs, covering Sixteen (16) hours, but involving only Nine (9) hours actual work.

That the Company shall make provision to enable each employee to have one days rest in seven consecutive days.

Section 3. No man assigned to a regular run shall be paid less than 9 hours per day. That if a regular P. M. man comes up the next morning for overtime, and is used on a regular A. M. run, to be paid time and one-half for same; and, if an extra man is out until after 11 o'clock P. M., he shall be paid time and one-half for extra trips on the following morning; and, if an extra man is out until after 11 o'clock P. M. and comes up next morning for overtime, and is used on an A.M. regular run, he shall be paid straight time for same.

Section 4. That the scale of wages to all motormen and conductors, shall be as follows:

	Rate per hr.
For the first 3 months of service.....	44¢
For the next 9 months of service.....	46¢
Thereafter.....	48¢

Section 5. That all motormen and conductors shall receive time and one-half for all overtime work, that is, when they are compelled to work over their regular runs, and shall be called in regular order from assignment for overtime work. Operators of Safety Device Cars will be paid 5¢ per hour additional when operating same.

Section 6. That the Company will equip all cars with stools for motormen and conductors, and all double truck cars to be equipped with sand boxes, fully equipped, and in working condition; and that all cars shall be put in operating condition by the Company including switch rods, markers, signs and fenders.

Section 7. That the Company will furnish free transportation for all motormen and conductors in the form of a button, with badge number on same, which will entitle them to ride free when off duty, provided same is conspicuously displayed in the position of lapel of coat.

Section 8. That motormen and conductors shall be permitted to purchase their own uniforms in the open market, the Company prescribing the style of such uniforms, and the color, and such general character of the material to be used, but the Company shall not assume any responsibility for such purchases. Motormen shall be allowed to wear blue blouse shirts, without coats, during the summer months.

Section 9. In case the Company discharges or suspends a member of the Association, and if such member of the Association desires information concerning the reasons therefor, it shall be given him by the Company within forty-eight hours after such request has been made, and, if the Association requests an interview with the Company to investigate suspensions or discharges of its members, notice of such requests shall be given the Company by the Association in writing forty eight hours before such request shall be granted, and when a conductor is discharged for failing to register fares, a committee of two of the Executive Board of the Association shall have a right to investigate the report.

Section 10. If a member be suspended from the service of the Company, the President of the Association shall have the right to appeal to the Superintendent of the Company, and if, upon investigation, the member suspended is found not guilty of the charge for which he was suspended, he shall be rein-

stated to his former position, and paid the wages he would have earned during such suspension.

Section 11. Any motorman or conductor, a member of the Association, who is elected to office, or assigned to any duties of the Association or International Association, which requires his temporary absence from runs, shall be granted leave of absence at any time his attention is required, without pay, and, upon his return, shall be entitled to his respective run or place on Board.

Section 12. The Company will arrange to receive all conductors' supplies, change and cash returns from early men at the Waiting Room, Meeting and Columbus Street, within one hour after relief is made, and to furnish all late men with change bags and supplies at Columbus and Meeting Streets, thirty minutes before time to make relief. And, if a conductor turns in "overs" the same to be posted with "shortages" and returned to him on pay day.

Section 13. All motormen and conductors who enter the service of the Company after December 31st, 1922, and are assigned to a place on the seniority list, shall become members of the Association within 60 days from date of their seniority, but will not be entitled to any protection from the Association until 60 days have elapsed since date of seniority. And, in the event an insufficient number of motormen and conductors report for runs, outside men shall be used to fill same, as at present.

If a member is discharged from the Association. the Company upon notification of the fact will drop him from its service as trainman.

And, if a motorman or conductor leaves the service of the Company, and is in bad standing with the Association, he shall not be re-employed by the Company as a trainman, or inspector, without the consent of the Association.

Section 14. There shall be placed in the office of the Car House an open book, in which the men shall register for any particular day or days on which they want to get off, and the men so registering shall have first preference, except in cases of members of committees or other officers of the Association wanting to get off on business of the Association, they shall have first preference over all.

Persons so registering must sign in ink else they lose their turn. Said book to be dated seven days ahead so the men can have the privilege of asking off seven days ahead of any day they want to get off.

Section 15. Extra men filling last half of late runs, making trips after 11 o'clock P. M. will not be required to report early next morning. All men report ten minutes before leaving time of early morning trips, and first in on extra list, first out next day, provided all extra men have been out.

Section 16. In case an early run becomes vacant, first late man entitled to an early run shall fill same, and, first extra man entitled to a run shall fill late run until list is changed. Where known that a regular man will be off through sickness, or otherwise, for a period of seven days or more, extra men will alternate on such runs for a period not to exceed two days. That when more than one run is filled on any Sunday, the men entitled to these runs shall have the privilege of picking same in accordance with their seniority.

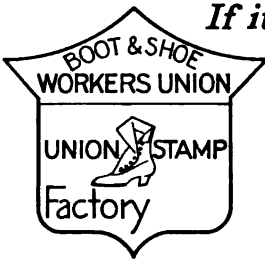
Section 17. Whenever a motorman or conductor reports to some one in authority for repairs to brakes, or other defects, and same is not attended to within a reasonable length of time, the crew of car reported will not be held responsible for any accident or other trouble which might occur, provided same is due to defect reported.

Section 18. When a motorman or conductor has had an accident or other trouble which requires him to make out an accident report, and if he is called to the Claim Department for additional reports, he shall be paid for such time at his regular rate of wages, or, if any man is required to attend Court or Inquests, or to hunt up additional evidence, he shall be paid for all time lost at his regular rate of wages.

Section 19. Division No. 610, AMALGAMATED ASSOCIATION OF STREET AND ELECTRIC RAILWAY EMPLOYEES OF AMERICA, shall have the privilege of placing in the men's room at the Car House, or reporting places, a bulletin box where notices of the Association can be posted.

Section 20. When an employee is called up for work and reports on time, he shall be paid no less than three hours whether used or not.

That if motormen or conductors are paid short on pay day, and find it necessary to go to the office



If it is Your Idea, in the Buying of Shoes

to give your support to the Union Stamp, which means
Labor Employed under Fair and Just Conditions

then—**Insist** upon having
Shoes bearing the Union Stamp
BOOT AND SHOE WORKERS' UNION

246 Summer St., Boston, Mass.
Collis Lovely, Pres. Charles L. Baine, Sec.-Treas.

SUPPORT UNION LABOR

to get same, they shall be paid not less than three hours time, provided that a written statement of time made was furnished paymaster on pay day, and that two days have elapsed since same has been adjusted.

Section 21. In the assignment of runs, men shall be given the privilege of choosing same in accordance with their seniority rights, and based upon their continuous age in the service of the Company, the oldest man in the service on each side (motorman and conductor) shall be given first choice, and so on down throughout the entire list.

When however, a motorman changes to conductor or vice versa, upon mutual agreement, such motorman or conductor shall retain his seniority as per his continuous service with the Company.

The Superintendent shall place at least four days ahead of each four months, a list showing the run numbers, the hours and minutes each run works, and the start and finish of each run, also the lines the runs are scheduled on. Also, a list of names shall be placed with the oldest man in service and so on down throughout the entire list, and each man, starting with the oldest man down, will mark himself up on the run list (regardless of route or kind of run) he prefers to work. This shall continue until all runs are picked. No man will mark himself down on list until the man ahead of him in seniority has signed up.

The Superintendent reserves the right to change any motorman or conductor whom he finds not competent or suited to fill a run, assigning the run to another man.

Section 22. All difference shall be submitted to the Superintendent of the Railway or other Officers designated by the Company, by the properly accredited Committee of the Association, and if an agreement cannot be reached, the entire matter shall be submitted to the General Superintendent of the Railway, provided that all matters in regard to wages, hours of service and such other matters as affect organization, to arbitration.

And, further, that if any motorman or conductor be discharged, from the service of the Company, or discriminated against on account of his Union affiliation, to submit such to arbitration; said Board of Arbitration to consist of one man to be named by the Company, one by the Association, and the two thus chosen shall name a third arbitrator, provided the first two fail to agree. Either side failing to name its arbitrator within five days, forfeits its case.

Each party shall bear the expense of its own Arbitrator, the expense of the third arbitrator shall be borne equally by the parties thereto.

Section 23. Missing roll calls or runs shall be dealt with by the Superintendent. Any trainman who misses run but who reports in time to make A. M. or P. M. trip, or take any other run, shall serve one day on extra list, but any trainman missing run, and failing to report in time for trips or other runs, shall be marked LATE. The penalty for getting Late or missing roll calls shall be: For the first offense, two days at foot of extra list, and for the second time within a period of 14 days, shall serve 4 days at the foot of extra list. Any man missing roll calls or getting late more than twice within a period of 14 days, shall be required to make a satisfactory explanation to remain in the service. Should a longer period than 14 days elapse between misser or getting late, such misser or getting late shall be considered as first offense. Men serving time at foot of extra board shall not revolve with board.

Section 24. In consideration of the foregoing, the Association agrees that its membership shall use its

influence and best endeavor to promote and advance the prosperity of the Company, and will observe safety rules and run cars on schedule as near as possible, and endeavor to render the public the best service possible.

Section 25. The provisions of this contract, expressed in Section 1 to 24 inclusive, shall continue in effect from the 31st day of December, 1922, to the 31st day of December, 1923, and from year to year thereafter, unless mutually changed by the parties hereto.

Either party desiring to change any section or sections shall notify the other party in writing 30 days before the expiration of the Agreement affecting such section or sections.

WITNESS: FOR THE CHARLESTON CONSOLIDATED RAILWAY AND LIGHTING COMPANY,

STUART COOPER, Vice-Pres.
FOR CHARLESTON, S. C., LOCAL 610 OF THE AMALGAMATED ASSOCIATION OF STREET AND ELECTRIC RAILWAY EMPLOYEES OF AMERICA.

PETER BASTIAN,
G. P. MCCLURE,
W. M. SUBANKS,
W. H. TEAGUE,
J. J. WHITE.

Education, freedom, justice, humanity and fair dealing are all embraced in the union label, card and button.

12 Months to Pay

You can easily earn money for the small payments. Purchase often, advance first payment to help buy a RANGEN, 44 styles, colors and sizes. Factory to dealer prices. Delivered FREE, express prepaid, for 30 DAYS TRIAL. Terms to suit—cash or easy payments.

Tires, lamps, wheels, horns, repairs and equipment at half retail prices. SEND NO MONEY. Write today for our big, Free Rangen Catalog and marvelous prices.

Mead Cycle Company
Dept. 248 Chicago



Don't Wear a Truss

BE COMFORTABLE—
Wear the Brooks Appliance, the modern scientific invention which gives rupture sufferers immediate relief. It has no obnoxious springs or pads. Automatic Air Cushions bind and draw together the broken parts. No salves or plasters. Durable. Cheap. Sent on trial to prove its worth. Beware of imitations. Look for trade-mark bearing portrait and signature of C. E. Brooks which appears on every Appliance. None other genuine. Full information and booklet sent free in plain, sealed envelope.



BROOKS APPLIANCE CO., 1802 State Street, Marshall, Mich.

Getting ahead is largely a matter of getting up each time you are knocked down. Remember this in your advocacy of the union label, card and button.

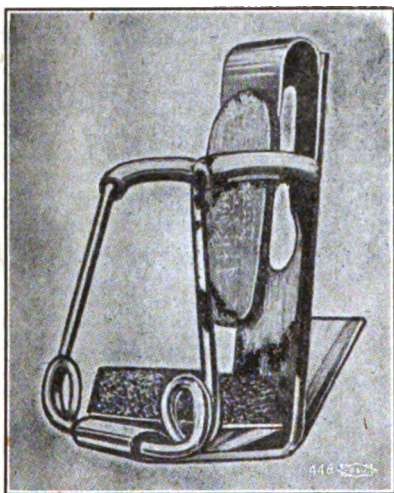
GO INTO BUSINESS FOR YOURSELF



Get out of the salaried class. Be independent of your job. Big new uncrowded field offers unlimited possibilities for making BIG money in every town or city. Make \$100 and more weekly as Floor Surfacing Contractor. Every floor, old or new, is your prospect. Experience unnecessary. "American Universal" electric machine does work of six men, assuring BIG profits. Positive guarantee and 5-day trial offer protect you. Write today for complete details of what others are doing.

AMERICAN FLOOR SURF. MACH. CO.
569 S. St. Clair St. Toledo, Ohio

Motorman's Non-Magnetic Watch Holder



A practical little holder adjusted for any size watch. May be attached to head of screw in frame of car. Saves motorman's time and promotes "Safety First." May be conveniently carried in pocket when not in use.

Wanted: Motormen and Conductors to act as Agents. Send \$5 in money order or stamps for sample. Sent to any address in United States prepaid. W. C. WILLIAMSON
22 Arbor St., E. E. Pittsburgh Pa.

NEW KIND OF HEAT!

Famous OLIVER Oil-Gas Burner does away with dirty coal and wood—ends roasting Summer kitchens. In one minute without changes makes any range a coal gas stove—turns on and off with valve just as you need it—burns 95% air, 5% oil. Bakes and cooks better than coal. No fire to make, no wicks, smell, ashes, dirt, smoke. Perfect all-season cooking, baking and broiling. THIRTY DAYS FREE TRIAL. Special Low Introductory Price. Oliver Gives Forde Write today for attractive booklet. "New Ask For Sales Plans Kind of Heat." sent Free postpaid.

OIL-GAS BURNER & MACHINE CO.
OLIVER 2000 Oliver Building St. Louis, Mo.

Cured Her Rheumatism

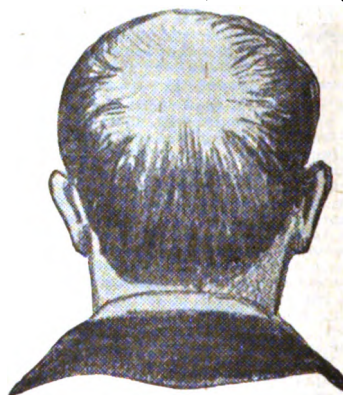
Knowing from terrible experience, the suffering caused by rheumatism, Mrs. J. E. Hurst, who lives at 508 E. Olive St., C-611, Bloomington, Ill., is so thankful at having cured herself that out of pure gratitude she is anxious to tell all other sufferers just how to get rid of their torture by a simple way at home.

Mrs. Hurst has nothing to sell. Merely cut out this notice, mail it to her with your own name and address, and she will gladly send you this valuable information entirely free. Write her at once before you forget.

Glands Used To Restore Hair Growth

Science of Gland Therapy Relieves Baldness—New Treatment Restores Health and Growth

Baldness in both men and women is now generally ascribed by scientists to defective functioning of endocrine glands. Hair growth is dependent upon the secretions of these glands—these secretions making possible the assimilation of those elements in the blood which are vital to a luxurious growth of hair.



Now it is possible for any bald person to have a full, luxuriant growth of hair through the discovery of E. R. Alexander, nationally known scientist. Dr. Alexander, through the concentration of glands, can supply the deficiency of gland secretion and produce a full growth of hair.

This discovery may be easily used in the privacy of your own home. Within a few weeks you will notice new, vigorous hair beginning to come in and with this growth you can gradually restore your hair to its former bright, healthy color.

So confident is Dr. Alexander that you can be relieved of the embarrassment of baldness and regain the normal hair growth by this method that he offers to send a regular \$4.00 treatment for only \$2.00 to anyone who will write for it. Use it according to directions, and if at the end of a month you do not find your hair returning with all its former vigor, the treatment does not cost a cent.

SEND NO MONEY—just your name and address to Alexander Laboratories, 777 Gateway Station, Kansas City, Mo., or 777 Terminal, Toronto, Canada, and this treatment will be mailed at once in plain wrapper. Try it according to directions and if at the end of a month you are not more than satisfied with results, your money will be refunded at once. A big Kansas City bank guarantees that Dr. Alexander is reliable and holds \$1,000 cash as a guarantee to return your money if you wish.

Don't suffer the embarrassment of baldness—give the treatment a trial on this liberal offer.

Price List of Association Supplies

Official Seal	\$5.50
Propositions for membership blanks, per 100	.50
Buttons, each	.15
Withdrawal cards, each	.05
Traveling cards, each	.05
Duplicate report books, each	2.00
Constitutions, in lots of 100 or more, per 100	4.00
Constitutions, in lots of less than 100, each	.05
Financial secretary's order book on treasurer	.35
Treasurer's receipt book	.35
Association badges, rolled gold, each	.50
Association badges, solid gold, each	1.10
Association buttons, gold plate, each	.30
Association buttons, rolled gold, each	.50
Association buttons, solid gold, each	1.10
Emblem cuff buttons, per pair	1.10
Emblem tie clasps, each	.70
Association charms, each	1.10
Association lockets, each	1.75
Cuts of official seal for use on printed matter, plain, each	.35
Cuts of official seal, with flag design	2.00
Transfer Cards, each	.05
Recording secretary's minute books 300 pages	1.25
Gift Seals, per box 50	.50
Loose leaf post binder, canvas with leather corners, each	4.50
Price of sheets, in lots of less than 100, each	.02 1/2
In lots of 100, or more, per 100	2.50
In lots of 500, or more, per 500	11.00
In lots of 1000, or more, per M	20.00

All orders must be accompanied with express, postoffice money orders or draft. No personal checks accepted. Otherwise supplies will not be forwarded.

PAINT

SAVE MONEY—ORDER BY MAIL DIRECT FROM MAKERS

Our 32 page illustrated Booklet, "The Magic Story of Paint and Varnish" will tell you how best to select paint for the longest wear for best results, at the lowest price. It contains full instructions compiled by an old Master Painter, for the application, as well as other essential things to know about paint and its uses. This valuable Book together with sample for testing and color cards FREE.

WRITE TODAY

C. E. LIVELY & CO., 438 United Bank Bldg.
Cincinnati, Ohio.

PILES DON'T BE CUT

Until You Try This

Wonderful Treatment

My internal method of treatment is the only correct one, and is sanctioned by the best informed physicians and surgeons. Ointments, salves and other local applications give only temporary relief.

If you have piles in any form write for a FREE sample of Page's Pile Tablets and you will know the day that you read this. Write today.

L. R. Page, 3078 Page Bldg., Marshall, Mich.

DIABETES Sugar Disease

No matter how long or severe or what treatment you have taken, send for booklet describing the best treatment for Diabetes, and successfully at home in thousands of cases, many of which were considered incurable. Highly recommended by grateful sufferers and medical physicians. Postal will bring booklet. Write today.

BAUER PHARMACAL CO.

221 W. Chicago Avenue Dept. 74 Chicago, Ill.

PATENTS

Procured. Send sketch or model today for examination, prompt report and advice. No charge for preliminary advice. Write for free Booklet and blank form on which to disclose your idea. Highest references. Promptness assured. CLARENCE A. O'BRIEN, Registered Patent Lawyer, 513 SOUTH-ERN BUILDING, WASHINGTON, D. C.

Deaf Can Hear Says Science

New Invention Aids Thousands

Here's good news for all who suffer from deafness. The Dictograph Products Corporation announces the perfection of a remarkable device which has enabled thousands of deaf persons to hear as well as ever. The makers of this wonderful device say it is too much to expect you to believe this so they are going to give you a chance to try it at home. They offer to send it by prepaid parcel post on a ten-day free trial. They do not send it C. O. D.—they require no deposit—there is no obligation.

They send it entirely at their own expense and risk. They are making this extraordinary offer well knowing that the magic of this little instrument will so amaze and delight the user that the chances of its being returned are very slight. Thousands have already accepted this offer and report most gratifying results. There's no longer any need that you should endure the mental and physical strain which comes from a constant effort to hear. Now you can mingle with your friends without that feeling of sensitiveness from which all deaf persons suffer. Now you can take your place in the social and business world to which your talents entitle you and from which your affliction has, in a measure, excluded you. Just send your name and address to The Dictograph Products Corporation, Suit 1305-Y, 220 W. 42nd St., New York, N. Y., for descriptive literature and request blank.

Suite 1305-Y, 320 W. 42nd Street
New York, N. Y.

Rupture is Dangerous

Instant Relief; Many Cures Reported; Full Directions And Sample SENT FREE

Just because you have been ruptured for years and have tried all kinds of bungling trusses and appliances, salves, liniments and plasters without satisfactory results, do not think you have to stay in this dangerous condition.

You may have instant blessed relief and, as scores of other report, complete recovery by the use of this simple, inexpensive discovery.

Send no money. To prove that my famous Sponge Rubber Rupture Pad does Conquer Rupture, even in its worst forms, I will send a sample absolutely free to any ruptured person, in a plain sealed package. Possibly you are wondering whether this can be true. Stop it! The test is free and surely the test will tell. Cut out this notice and hand it to a ruptured friend or send it with your name and address to E. H. Scott, Hernia Expert, 545P Scott Bldg., Akron, Ohio, and you will quickly receive a sample Sponge Rubber Pad with full directions. No obligation to purchase. Don't let Rupture handicap you in the battle of life, but make this test today.

FASHION LETTER

Our thoughts turn lightly to the bright array of Spring Fashions.

There are smart jacket suits, some with brilliant vest effects, street dresses with new and pleasing features, lovely gowns for evening wear, elaborately trimmed and gracefully draped.

The styles still favor the uneven hem line, and front and side draperies.

Brilliant colors, new and endless variety of trimmings, smart godets, and pressed plaits. There is a wide choice of sleeves, some in graceful cape like effect reaching almost to the ankles.

The fabrics for sport clothes are attractive and distinctive. The entire range of Spring dress materials show much that is new, lovely and becoming.

Soft colors and subdued shades mark many of the new fabrics.

The three piece suit is with us, in new versions. The straight line unbelted coat is to be in vogue.

Contrast is the keynote of several pretty frocks and wraps. For instance a brocaded or figured material may be used for the skirt of a plain waist portion.

Some very recent models are shown with the back slender and close fitting. The effect is especially smart with a circular skirt.

The smartly dressed woman will choose straight line dresses for day wear reserving the flare and circular effects for "dressy" and evening wear.

In contrast to the straightline coats is the $\frac{3}{4}$ length coat, made with raglan shoulders and flaring lines. A convertible collar is the usual finish for this style of garment.

Among the tailored frocks, are some with narrow upright collars, on a V shaped neck line.

Unbelted "slip on" blouses are still popular, as well as blouses in jacket effect that are buttoned from the neck to the smart hip band that finishes them.



4117



4296



4269



4273



3736



4276



4283



4289

4296. Girls' Dress.

Cut in 4 Sizes: 8, 10, 12 and 14 years. A 12 year size requires 4 yards of 32 inch material. Price 12¢.

4117. Girls' Dress.

Cut in 4 Sizes: 6, 8, 10 and 12 years. A 10 year size requires $3\frac{1}{4}$ yards of 32 inch material. Price 12¢.

4269. Ladies' Dress.

Cut in 7 Sizes: 34, 36, 38, 40, 42, 44 and 46 inches bust measure. A 38 inch size requires $2\frac{1}{4}$ yards of 36 inch material for the waist and $2\frac{3}{4}$ yards for the skirt. The width at the foot is $2\frac{3}{4}$ yards. Price 12¢.

4273. Ladies' Dress.

Cut in 6 Sizes: 34, 36, 38, 40, 42 and 44 inches bust measure. A 38 inch size requires 4 yards of 40 inch material for the dress, and $1\frac{1}{4}$ yard of 36 inch material for the gumpie. The width at the foot is $2\frac{3}{4}$ yards. Price 12¢.

3736. Ladies' House Dress.

Cut in 6 Sizes: 34, 36, 38, 40, 42 and 44 inches bust measure. A 38 inch size will require $5\frac{1}{4}$ yards of 38 inch material. Price 12¢.

4276. "Easy to Make" Apron.

Cut in 4 Sizes: Small, Medium, Large and Extra Large. A Medium size requires $2\frac{1}{4}$ yards of 36 inch material. Price 12¢.

4283. Child's Set of Short Clothes.

Cut in 4 Sizes: 6 months to 1 year, 2, 3 and 4 years. It requires $1\frac{1}{4}$ yard for the Dress, $\frac{1}{4}$ yard for the Drawers, and $1\frac{1}{4}$ yard for the petticoat, of 36 inch material, for a 2 year size. Price 12¢.

4289. Child's Dress.

Cut in 4 Sizes: 4, 6, 8 and 10 years. A 6 year size requires $2\frac{1}{4}$ yards of 36 inch material. Price 12¢.

FASHION BOOK NOTICE

Send 12¢ in silver or stamps for our Up-to-Date Fall and Winter 1922-1923 Book of Fashions, showing color plates, and containing 500 designs of Ladies', Misses' and Children's Patterns, a Concise and Comprehensive Article on Dressmaking. Also Some Points for the Needle (illustrating 30 of the various, simple stitches) all valuable hints to the home dressmaker.

Send 12¢ in silver or stamps for our UP-TO-DATE FALL AND WINTER 1922-23 BOOK OF FASHIONS.

Send all orders for patterns and catalog direct to the Beauty Pattern Company, Dept. M. C., 1188-90 Fulton Street, Brooklyn, N. Y. Be sure to give number and bust and waist measure for ladies' patterns and number and age for children's patterns.

Where two numbers appear on one design, two patterns are illustrated and 12¢ should be forwarded for each. Ten days should be allowed for delivery of patterns.

J. L. LYNCH

MEMBER DIV. 341

MANUFACTURERS OF

Union Buttons, Badges**Banners, Flags**325 W. MADISON STREET. 4th Floor
MADISON TRUST BLDG., CHICAGO, ILL.

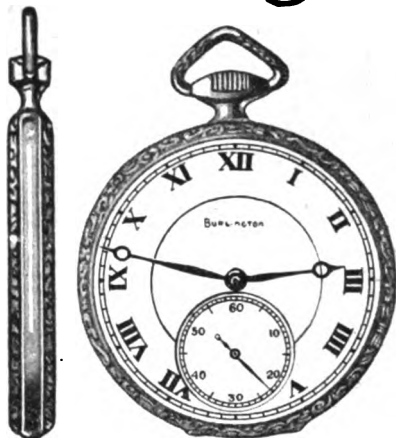

**TRACTION
UNIFORMS**
UNION MADE
*Write for Catalogue
Samples & Prices.*
**The Fechheimer
Bros. Co.**
CINCINNATI, OHIO

Detroit Regulation
Motorman and Conductor's**UNIFORMS**Standard-weight, fast-
color serge of guaran-
teed dependability

Formerly \$28.50—now

\$25

Union-made, expressly for M. U. R.,
D. U. R. and M. O. car men. Three-ply
properly padded, shape-retaining coat
fronts; linings of best sea-island cotton;
chamois arm-pit sweat-shields; closely
woven drill or duck non-sagging pocket-
flaps. (Conductor's suits leather trimmed
at points of wear.) We'll fit you—whether
tall, short, slim, stout or extra large.

Extra fine quality serge Uniforms
\$33.75**Clayton's**Clothing Hats Furnishing
Michigan at Shelby since 1883**21 Jewel
Burlington**

Adjusted to the Second 21 Ruby and Sapphire Jewels
Adjusted to Temperature 25 Year Gold Scratch Case
Adjusted to Isochronism Your Choice of Dials
Adjusted to Positions (Including Montgomery E. E. Dial)
New Ideas in Thin Cases

**Only \$1⁰⁰
Down**

Only One Dollar Down will buy this masterpiece of watch
manufacture. The balance you are allowed to pay in
small, easy, monthly payments. The Burlington—a 21-
Jewel Watch—is sold to you at a price much lower than
that of other high-grade watches. Besides, you have the
selection of the finest thin model designs and latest styles
in watch cases. Don't delay! Write for the FREE Watch
Book and our SPECIAL OFFER today.

**Write While This
Special Offer Lasts**

Get the Burlington Watch Book by sending this coupon.
Find out about this great special offer which is being made
for only a limited time. You will know a great deal more
about watch buying when you read this book. You will
be able to "steer clear" of the over-priced watches which
are no better. Remember, the Burlington is sent to you
for only One Dollar down, balance in small monthly pay-
ments. Send the coupon for watch book and our special
offer TODAY! Do not delay one minute!

Burlington Watch CompanyDept. 52-74, 19th St. & Marshall Blvd., Chicago
Canadian Address: 62 Albert St., Winnipeg, Manitoba

Please send me (without obligations and prepaid) your free
book on watches with full explanation of your \$1.00 down
offer on the Burlington Watch.

Name _____

Address _____

THE PEOPLES STATE BANK

MEMBER FEDERAL RESERVE BANK

Capital, Surplus and Undivided Profits \$14,000,000



Twenty-six branches conveniently located bring the service of this great institution directly to your door.

BRANCHES

HARPER AND TOWNSEND
7879 JEFFERSON WEST
BAKER AND TWENTY-THIRD
MICHIGAN AVENUE AND JUNCTION
MICHIGAN CORNER ADDISON
WARREN AVENUE AND THIRTIETH ST.
GRAND RIVER AND BROOKLYN
GRAND RIVER AND HOLMUR
CLAIRMOUNT AND LINWOOD
1523 WASHINGTON BOULEVARD
WOODWARD, CORNER PIQUETTE
OAKLAND AND KENILWORTH
WOODWARD AND ALEXANDRINE

FERNDAL AND LAWNDALE
HASTINGS, CORNER ERSKINE
GARFIELD, CORNER RUSSELL
RUSSELL, CORNER LYMAN
GRATIOT, CORNER RIOPELLE
CHENE, CORNER MILWAUKEE
CANTON, CORNER GRATIOT
FISCHER, CORNER GRATIOT
MACK, CORNER BALDWIN
FOREST AND CADILLAC
KERCHEVAL AND LAKEVIEW
JEFFERSON, CORNER BENITEAU
TWELFTH AND SEWARD

To be well dressed and
neat in appearance, order

BATCHELDER MADE UNIFORMS



QUALITY & STYLE MAKES
BATCHELDER MADE UNIFORMS
A SOURCE OF SATISFACTION
TO EVERY WEARER.

For Sale by Dealers

WRITE FOR SAMPLES

FRED M. BATCHELDER CO.

120 HARRISON AVENUE
BOSTON

The Motorman and Conductor

"Freedom Through Organization"



BETTER SHOES BY MAIL

Guaranteed Quality and Fit

SEND ONLY \$1.00 WITH YOUR ORDER

If Thoroughly Pleased Send \$1 to \$1.25 a Month

If not thoroughly satisfied you merely return and we guarantee to refund your dollar also cost of return postage. We don't wish you to pay cash as we would like to have you experience our monthly payment system. It enables the man with an average income to buy the better quality which he knows is real economy in the end. We carry the finest men's and boys' clothing, furnishings and shoes and we will send our free catalog on request or with any order. Six months to pay on every article we sell.

Square French Toe Oxford

Most popular of latest square toe models, both for comfort & dress. 4 rows of stitching and neatly pinked vamp and tip. Cordovan shade soft uppers and single oak sole Goodyear welt-sewed. A shoe to be proud of. "Wing-foot" rubber heels. **\$5.45**

Sizes 6 to 11, No. 8110,

8310

Semi-Brogue

For comfort and dress the new square toe lasts are most popular. Above pattern in the Semi-Brogue with the full wing tip and very delicate perforations comes in a handsome dark cordovan shade that is most in demand. Finest workmanship, single heavy oak soles Goodyear Welt sewed and Goodyear Wingfoot rubber heels. Full leather trimmings. \$1 to \$2 below your dealer's prices. Sizes 6 to 12. No. 8310. **\$5.95**

Our Idea:
"One
Good Pair
is Better
Than Two
'Cheap'
Pairs and
Less Costly
in the
Long Run"

Genuine Kangaroo

Imported from Australia

The finest upper leather for dress shoes. Finer and softer than kid. Tough as hickory. Takes a polish like patent leather. Never scuffs or peels. Finest heavy single oak sole Goodyear welt-sewed. "Wing-foot" rubber heels. Full leather trimmings.

The Admiral "solid comfort" last shown on the right we consider the finest foot-fitting last ever produced. We guarantee both wonderful comfort and dressy appearance. The kangaroo leather in this last we have sold to thousands of men who could hardly believe that we offered the genuine article at this low price. Such shoes are generally sold in exclusive boot shops at \$12.00 to \$18.00 a pair. Let us prove what a wonderful dress and comfortable shoe the kangaroo is. We only ask the privilege of sending a pair. Sizes 6 to 11.

No. 6410 — Admiral. Only \$1 with order. Balance **\$7.45**
\$1.25 a Month.....

The Banker last to the left you will say is rightly named for it's the famous straight last of bankers and business men. Plain fine stitching with absolutely no perforation or fanciness. Dignified. Extremely dressy looking. Finest single oak sole Goodyear welt-sewed. Goodyear "Wingfoot" rubber heels. Genuine leather trimmings and finest shoe construction throughout. Sizes 6 to 11.

No. 6210 — Banker. Only \$1 with order. Balance **\$1.25**
a Month..... **\$7.45**

WE GUARANTEE FIT

Full Brogue

A very handsome Full Brogue pattern with brogue perforation, pinked tip and vamp in beautiful dark brown shade of fine quality calfskin. An extra generally retailing at \$8.00. Single heavy oak soles Goodyear Welt sewed. Goodyear "Wingfoot" rubber heels. Full leather trimmings. A shoe to please the man who demands quality footwear. Sizes 6 to 12. No. 8410. **\$6.45**

Don't Delay
Send Today
You Have
Six Months
to Pay
Also FREE
Catalogue
of Men's
Finest Suits
Furnishings

Send us your exact size if you know it. If not, send an outline of your stocking foot drawn on a piece of paper by tracing a pencil around the stocking foot. This assures you a perfect fit. Our ironclad guarantee is backed by 15 years successful merchandising of quality clothing for men and boys. Every article must give you satisfactory service or we agree to replace free or make any reasonable adjustment any fair minded man will ask. Order on approval — today.

THE CLEMENT COMPANY,
1550 Indiana Ave., Chicago, Illinois

Gentlemen:— Enclosed find \$1.00 as first payment for which please send me a pair of shoes as noted below. If shoes are as you say, I agree to send \$1.25 a month until paid for — otherwise I will return the shoes, you to refund my \$1.00 and return postage.

Style No. Size Leather

Name

Address

Employed by

Get your name on our big list of satisfied customers and receive immediately our Big Money Saving Catalog of men and boys' clothing — just off the press. Start right now — save money on quality wearing apparel.

THE Clement Company
1550 INDIANA AVE.-CHICAGO, ILL.



Style No. 20

Wear Better Uniforms

BY putting your trust in a Bloch Uniform of quality you insure yourself against dissatisfaction.

Twenty years of knowing how has enabled us to offer Traction men everywhere the best uniform that money can buy.

Strength in every part that has a strain, materials of proven long-wearing value, design and tailoring of a superior quality that assures every customer the comfort and appearance he enjoys.



Ask your dealer for a Bloch Uniform of Quality. It will pay.

The
Bloch
Company
Cleveland, O.

*Send me, free, a
Trolley Jim Time Book.*

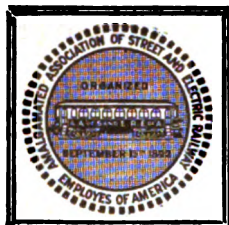
Name _____

Address _____

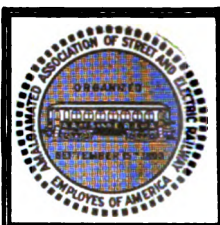
The Bloch Company

Uniforms of Quality

Cleveland - Ohio



The **Motorman and Conductor**



Vol 31

DETROIT, MICHIGAN, MAY 1923

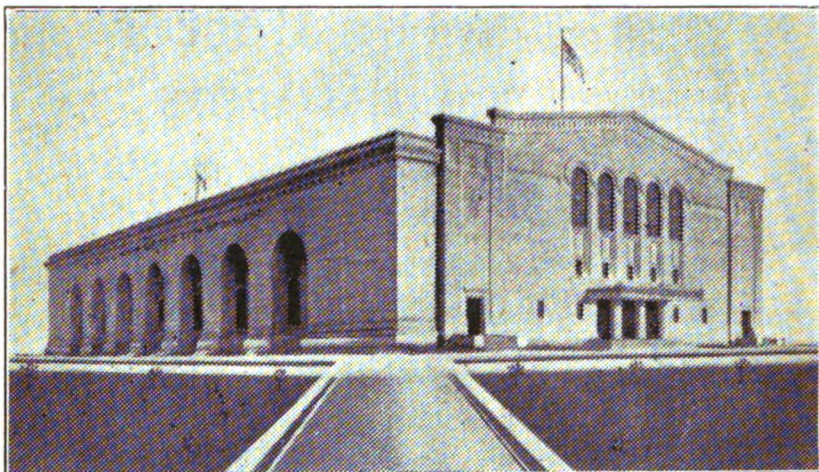
No. 6

Published monthly by the Amalgamated Association
of Street and Electric Railway Employees of America.

W. D. Mahon, President
260 East High Street, Detroit, Michigan

Entered at the Post Office as Second Class Matter.
Accepted for Mailing at special rates of postage pro-
vided for in Section 1103, Act of October 3, 1917.

Subscription Price - - - - - \$.75



THE OAKLAND, CALIF. AUDITORIUM

The above picture represents the Auditorium in Oakland, Calif., wherein will be called to order the 18th Convention of the Amalgamated Association on the tenth of next September. It is through courtesy of the Oakland Chamber of Commerce and Brother R. E. Grass of Division No. 192, the above representation is presented to the members of the Association and prospective delegates to the Convention. The Auditorium is beautifully situated in one of the most entrancing cities upon the Pacific Coast.

FROM POLITICS TO INDUSTRY

**By Samuel Gompers In American
Federationist**

Self-government, more or less democratic and tending to become more so, is developing constantly in the United States entirely apart from the political government which is customarily regarded as constituting all government. This growing self-government is a fitting subject for discussion, though it may be uncertain about which to attempt prediction. It is becoming more and more evident to thinking men and women that there is a line beyond which the competency of political government ceases; that is, it ceases unless we are to agree to embark upon state socialism.

State socialism is repugnant to the American mind for a great many reasons. Americans generally prefer to carve out the future in freedom. They are unwilling to accept the idea of an all-powerful state. It is the American idea that the people shall order the state and shape its course; not that the

state shall order the lives of the people, fitting them into niches to suit a bureaucratic card index.

Our forms of political government took shape before the machine age. Two decades have seen the whole manner of life revolutionized. We have today a motorized, electrified, mass production age. We have changed everything with the internal combustion engine, which drives the automobile and the airplane; with the fabricated product by which we make ships, buildings and clothes after a pattern out of parts shaped in thousand lots; with the telephone and the radio and the motion picture; with the chemical industry which takes drugs, dyes and other potent things out of coal; with the application of power and machines to almost everything that formerly was done by hand.

Even the "dirty work" such as ditch digging is now done on a rapidly increasing scale by machinery. In the homes there are electric lights, washing machines, suction cleaners, electric machines for this and that

and electricity for ironing and cooking. There is the phonograph and the radio. More and greater wonders are just ahead.

Not all may yet have these things and that is not the point. The point is that they have come into use to a degree sufficient to change the whole scheme of life in the mass. If not all have them, at least the scheme of life is changed for all; the problems of government for all are changed and our national problems and necessities are changed.

Humanity keeps up, after a fashion, with its own procession. Much is happening.

Changes in civilization require changes in laws. Industrial society is trying to look out for itself; trying to fend off the unenlightened efforts of political government to hamper and restrict and to undo.

Institutions try to perpetuate themselves. Political government seeks to retain all power and all functions. That this gives rise to incongruous situations is natural. That politicians should misunderstand the natural thing that is going on and should try to check-mate it is to be expected. It is no discredit to an institution that it can not live forever. If it serves well in its time that is honor enough. Our political government served magnificently as the custodian of all power for a long time. It gave regeneration to the world. It will continue to serve nobly for no one knows how long, but it can not serve in all capacities without strangling the very thing which it was devised to save—human liberty.

Let us examine what is happening. To come to the concrete may clarify the situation.

Almost every industry in America now has organization in some form. Some industries have complete organization. Employers in every trade are grouped together. Workers are organized in every trade.

Humanity is becoming well organized along lines of usefulness. These lines of usefulness run hither and thither across city limits, county lines and state lines. These organizations are making rules of life and conduct. Organizations of labor are making rules of life and conduct. Rules so made effect many others besides the members of the organizations that do the making.

The rules made by organizations of employers and manufacturers affect materials and they effect conduct. That is, they are exactly like the laws made by political government; one set affects property, another set affects life.

Organizations of manufacturers and employers adopt rules to regulate specifications in building. Sizes of materials are standardized. The effect of this action affects even the "ultimate consumer." Business organizations adopt codes of practice. Certain practices become recognized and certain others are not recognized. Those who transgress are somehow made to suffer. There is probably not an organization of any size or strength that has not enacted rules affecting the work and practice of its members. In some cases these codes are

called codes of ethics. We have bankers' ethics, doctors' ethics, lawyers' ethics, accountants' ethics and trade-union ethics. All of these codes, no matter what they are called, are law to those who practice or work under them. Sometimes these codes simply safeguard the members of the organization in question; and members do, to outsiders that which they would not do to members of the organization.

These various organizations in the world of work and industry are building a law of industry. In some cases elaborate codes of factory practice have been built up and agreed upon by all factors involved. Ohio's foundry code is a notable example of the superiority of the intelligence of the industry over the intelligence of the state which is detached from the industry. Here the industry succeeded quickly where the state had failed year after year, in hopeless entanglement, suspicion and dead-lock.

Examining carefully it is found that industry is working out for itself a great body of constructive law. This law is designed to make things work. Not all of this law is wise, but its main tendency is constructive and progressive. It is made by men who know their field and their subject. Political law, where it touches industry, for the most part fumbles and retards. The first idea of the political law-maker is to forbid something; to forbid trusts, to forbid strikes, to forbid the very things that make for progress and the development of civilization. Modern industry must have supervision and there must be a guardianship for the people in general against attempted predatory conduct on the part of any compact, powerful single group. So we witness the spectacle of congress rising in its place with an indiscriminate desire to forbid. It is natural to forbid. The bully forbids the cautious one; the older child forbids the younger. Power craves exercise.

But the forbidding of politicians is a pious gesture. Industry is more powerful than politics and it will find a way to be served. Standard Oil was dissolved amid the rejoicing of Standard Oil stockholders who are now richer than ever, and Standard Oil is no more dissolved than ever. Railroads, once forbidden to merge, are now urged to merge. Nothing shakes the foundations of the steel trust. It was much easier for the Supreme Court to bend the law by "interpretation" than to change the course of industrial destiny in steel.

Industry goes on, making its laws. Employers make laws and workers make laws. Both, sitting together, make laws. And the laws so made are the laws that today most vitally affect the masses of the people and most surely protect the foundations of civilization. They are the laws that are shaping the future of human life. More murders are prevented by the laws made by employers and unions than are prevented by all of the congresses of the world.

A few weeks ago a boy slave in a Florida lumber mill was flogged so severely that he died. That was common practice in indus-

try everywhere once upon a time. Laws demanded by workers and agreed to by employers forbid working conditions or employer impositions that endanger human health and life. Foremen are held to account and tried in lay tribunals whose penalties are regarded as legal by the industry. The lash has been more effectively outlawed by industry than by legislatures. The laws of industry have saved to the masses of workers millions of hours for freedom and education and pleasure. All over American industrial law says that eight hours shall constitute a day's work. Industrial law fixes safety codes for men and machinery.

Not only for the workers is this law made. There are codes to govern contracts, making for uniformity and eliminating trickery. There are standards of employer integrity, fixed by this kind of law. Certain employer practices are outlawed by employers.

More and more these organizations of industry are federating and coming together. More and more the unorganized are organizing. Take the Associated General Contractors as an example. They first met for organization in 1918. Today this organization has welded together 1,400 general contractors from 355 cities. So it is in every walk of activity.

And the laws that are built as a result of organization are the laws that can be agreed to by those who must live under them. That is important. There may be much crudeness, but in the end it is the way of democracy at work. In industry there can be no law unless there is almost universal recognition of its justice and practicability.

The last four years have witnessed amazing progress in the making of industrial law. Great groups of organizations meet together to evolve codes of practice—industrial law. Contractors, engineers, manufacturers, wage earners, come together to agree upon measures for the improvement of industrial operation. Political government scarcely knows what is going on.

It is neither discreditable to political government that [this is happening, nor discreditable to the concept of political government as we have it to discuss this trend. The discreditable thing is to close one's eyes to what is happening; to either feign ignorance or actually to be in ignorance.

Industry will build up its government of industry. Industrial democracy must come to save industrial society. In the coming there will be some injustices worked upon many men and women. We must fight against these as well as we may be able. We shall be able to fight them more effectively if we are aware of what is taking place; if we are helping consciously instead of looking on blindly.

Eventually there will be a fair delineation between the political and the industrial. Eventually political democracy will arrive at its majority, to stand side by side with the political democracy that has been the charter of freedom for the millions from the tyrannies of the political despots.

Labor has its great role to play, as usual.

Labor forces the peace with its uncompromising demand for human freedom.

A MOMENTOUS DECISION

"The Research Department of the Commission on the Church and Social Service, Federal Council of the Churches of Christ in America," issues a pronouncement upon the recent decision of the Supreme Court of the United States, in which five of the nine justices of the Supreme Court declared the District of Columbia Women's Minimum Wage Law unconstitutional, in which the Federal Council styles the decision "A Momentous Decision." It was a 5 to 4 decision, as is quite usual in cases where the Supreme Court vetoes or declares unconstitutional laws enacted by Congress or the legislatures of the various States. This decision was handed down by Justice Sutherland and subscribed to by four of his associates. It is set forth that the two cases involved were one brought by a children's hospital in the District of Columbia, whose wage payments to women employes were below the rates fixed by the minimum wage commission, the other involved a woman elevator operator who alleged that she had lost her position because she was not permitted to receive less than the minimum wage rate fixed, a boy taking the job at less wages.

The Federal Council of Churches refers to what is termed the most striking thing in the decision, in which is the statement: "Relations between earnings and morals is not capable of standardization. The well-to-do are not less likely than the poor to lapse morally. It cannot be shown that highly paid women safeguard their morals more carefully than those who are poorly paid. Morality rests upon other considerations than wages; and there is, certainly, no such prevalent connection between the two as to justify a broad attempt to adjust the latter with reference to the former. As a means of safeguarding morals the attempted classification, in our opinion, is without reasonable basis. * * * Certainly the employer by paying a fair equivalent for the service rendered, though not sufficient to support the employe, has neither caused nor contributed to her poverty. On the contrary, to the extent of what he pays, he has relieved it."

The Social Service, Federal Council, in criticizing the decision states: "The indications are that the decision will be sharply assailed by labor and the liberal public, and that it is not being favorably received even in conservative quarters."

This is only one of the many examples of court rule—court despotism—in dispensing with the principle of democratic government by which the people, through chosen representatives, are supposed to direct the course of legislative and administrative matters. Many times in the past, and undoubtedly many times in the future, this Supreme Court of nine Justices, not elected by the people, but appointed by a President elected by the people, will usurp legislative

functions and administrative functions by the power they assume to veto laws made by the chosen representatives of the people and render the people's voice impotent and their laws null and void. And when five of this Supreme Court of nine individual lawyers vetoes a law, there is no recourse. They do it in language that determines the law unconstitutional. When a law is unconstitutional, as so declared by five of the Supreme Court Justices, although opposed by four of them—making it a one-man rule—the only way that enactment can be established as a law is by amendment of the Constitution.

Rather than dealing with specific laws thus vetoed by the Supreme Court, it would be much better if this legislative and administrative power of the Supreme Court, if it does exist, should be taken from that body by amending the constitution. One of the methods considerably well determined upon would be to adopt an amendment providing that in the case that a law should be declared unconstitutional by the Supreme Court, such law would again revert to the legislature where, if enacted the second time, say by a two-thirds majority, such law would then become constitutional and the dispensing of it would be beyond the power of the Supreme Court.

As a matter of fact, healthy legal opinions exist that the Supreme Court hasn't the authority to annul a law enacted by the legislature and approved by an Executive, as was the case with the minimum wage law of the District of Columbia.

Of course, labor will assail this decision. It is the only element that can effectually assail it. Organized labor is now after a remedy for this defect. Organized labor has long since recognized the tyrannical usurpation of all government functions by courts. As in this case, labor has always been the victim and organized labor is the only voice that can be raised against such victimizing.

One has the right to question that lawyers should be qualified to sit as judges in any court. They are too definitely fixed in their groove of capitalistic pursuit. Their calling is religiously class conscious. They are thus taught. And under present conditions, none but a lawyer may hold the position of judge. And the court is advisedly appointed from the ranks of lawyers by those whom he is expected to serve. Were lawyers to depend upon wage earners for fees, their numbers would greatly diminish. None knows that better than lawyers. Then how natural for them to bid for favor at the source of their prosperity.

Ask from whence the process of reasoning that emits as a pretension of judicial wisdom that a merchant, manufacturer or profit seeking employer, when paying a wage clearly recognizable as insufficient to support the employe, does not contribute to her poverty, but, "on the contrary, to the extent that he pays, he has relieved it." Consider a working girl who gives her time to an employment, and is dependable upon the wage she receives as her only honorable source of income, and then ask if the em-

ployer who pays a wage insufficient for her existence, is relieving her of poverty? But that is the professed judicial wisdom of Supreme Court Justice Sutherland and his four confirming associates. Depending upon this judicial wisdom as the control, are there not three ways out for this girl? Are those three ways, other than death, humiliating charity or moral lapse? Or, does this professed judicial wisdom really spring from moral lapse grooved by class consciousness?

This decision appeals for a Constitutional Amendment.

HOW BREAKING LABOR BREAKS FARMERS

The Farmers' International Council, with headquarters at Washington, D. C., in a recent statement issued by Mr. Benj. C. Marsh, Managing Director, gives out the following data in citing that "Breaking Labor Breaks Farmers." Mr. Marsh says: "The chief of the office of Farm Management (Bureau of Agricultural Economics in the Department of Agriculture) in his annual report covering the year 1921, gives information that 268 cotton farms in Sumter County, Georgia, in 1921, averaged \$1,401, the purchasing power of which was only 55 per cent of their 1913 income. Labor income averaged a loss of \$497. The percent of net return on capital (farms and farm equipment) was 2.8 per cent.

For thirty dairy farms in Dane County, Wisconsin, the average income for 1921 was \$793, with a purchasing power of but 44 per cent of that of 1913, while labor income had been reduced to an average of \$518 per year. On the coast, for 246 wheat farms, in Washington and Idaho, the income in 1921 averaged \$592 per farm, with a purchasing power of 16 per cent compared with that of 1913.

"Farmers have got to be helped by the government to market their crops at a fair price, but must remember that labor steadily employed at fair wages for honest work right here in the United States is now and probably always will be the farmer's best market." In commenting upon the freight rates Mr. Marsh says: "At the present time the cost of getting some farm products to market is greater than the amount the farmer himself receives in net return. The heaviest freight burden naturally falls on those farmers who live in our great surplus producing states.

Professor Irving Fisher of the Branch of Economics of Yale University, who is an authority, has given out a statement that continuous increases in the cost of living, since January 1, 1922, have reduced the purchasing power of the Dollar, from 72.5 cents to 59.5 cents April 1, 1923. The Dollar has also lost 6½ per cent of its purchasing power since January 1, this year.

It is the lack of interest in spending union-earned money that fills the pockets of our enemies. Ask for the label.

LABOR AND CAPITAL IN PARLIAMENT

Interesting for its own sake and as a type of labor research in England is the one-shilling pamphlet bearing the above title which has been put out by the Labour Research Department, London. It undertakes to analyze the representation of the parties in Parliament and to draw conclusions as to the actual character of the government. Both the Commons and the Lords, according to this analysis, have been captured by big business, but the real power of business is declared to be elsewhere: "Just as the King, the Sacramental Man of the Middle Ages, lost all his personal power and became the mere facade of the structure of government, so the whole of Parliament has become a facade behind which go on the operations of finance capital and the real Government of the country. Were the workers' representatives to gain a majority in the House of Commons and abolish the House of Lords, they would only have captured the outworks. The real struggle would still lie before them."

THE FINANCIAL TIMES for September 26, 1921, is quoted as criticizing a certain Government Minister in this fashion: "Does he, and do his colleagues, realize that 'half a dozen men' at the top of the five big banks could upset the whole fabric of Government finance by refraining from renewing Treasury bills?" The amount of capital represented in the House of Commons is given as nearly two billion pounds. Companies "connected with finance, land and investment" rank first in representation in the new Parliament, with a total of 53. Thirty-three railroad companies have 24 representatives with a capital behind them of almost 840 million pounds. The House of Lords has representatives of 761 companies as against 713 for the Commons. There are 242 Lords who "represent the land-owning interests, 227 of which own a known acreage of 7,362,009 acres. . . ." The strength of these interests is greatly enhanced by large associations "for the fixing of prices, the restriction of output or other 'trade purposes'." First among such organizations is the F. B. I.—Federation of British Industries—described by Sir Eric Geddes, its newly elected president, as "probably the greatest organization of its kind in the world." Its own Bulletin is cited as to its strength: "The Federation is now a very powerful body representing through its direct and indirect members, some 18,000 manufacturing firms with a united capital estimated at £4,000,000,000. . . . When the general voice of industry on any particular question of national importance is expressed by the F. B. I. it is received with due weight by the Government and the Press. . . . During and after the War it has secured representation on most of the Government Committees appointed to inquire into matters concerning industrial, economic and financial policy. The value of its watchful activities regarding legislation affecting industry can hardly be overrated."

Of Labor's representation, it is stated that while the last election resulted in 142 Labor seats as against 464 Unionist and Liberal, Labor's popular vote was 4,225,523 as against 9,468,747 for the other two parties. This reveals a vastly greater numerical strength than the number of seats indicates. Labor's representation is decidedly uneven—66 per cent of the total comes from "the industrial area around Glasgow and the counties of Monmouth and Glamorgan in South Wales." The miners are the greatest source of Labor strength. Lancashire, a strong industrial area, returned only 18 Labor candidates out of 66 seats. And in the south and west of England the industrial towns did not return a single Labor member. Thus the political labor movement is by no means so strong as the industrial labor movement.

—Information Service Church Council.

SOVIET GOVERNMENT IN AMERICA

This is the story: In a certain township named Munich, in North Dakota, reside Mr. and Mrs. Ben Tabert. They are honorable farmers of their community and citizens of the United States. Of their children was one Martin Tabert, who when approaching manhood, became obsessed, as many farmer boys do, with wanderlust. He left his prosperous farm home to visit various points of the great American Republic, to see things. So far as he was concerned, his privilege, or liberty, as a free born American lad, ended on December 15, 1921, when the train upon which he was stealing a ride landed him in Tallahassee, Fla. There he was picked up by Sheriff J. R. Jones of Leon Co., taken before a court and fined \$25 and costs, or 90 days in jail. The story is that Tabert did not have the money to pay the fine, but wired his brother in North Dakota and on December 21, six days later, a registered letter was received by Sheriff J. R. Jones containing a draft for \$75 that had been forwarded by the boy's father, Farmer Tabert of Munich, N. D. The draft was returned to the Taberts, the envelope bearing the information: "R't'd by Request of Sheriff. Party Gone." Where had he gone that the Sheriff was not able to reach him to permit him to pay his fine and have money left to get out of Tallahassee? Anyhow that is the first scene.

February 2, 1922, Mr. E. D. Tabert, brother of Martin, who resides in North Dakota, received a letter signed by the Putnam Lumber Company, Camp Clara, Florida, announcing that Martin Tabert, sentenced on December 15, 1921 in Tallahassee, had died in their Camp, February 1, of fever and other complications. The letter explained:

"This Company has all convicts from above County (Leon) leased, is the reason he came here." An attorney at Munich, in the interest of the Tabert family, sought further information and under date of February 15, the Lumber Co., or its press agent replied that: "We have all able

bodied men prisoners from Leon County leased for a term of one year." The attorney obtained a letter from Sheriff J. R. Jones that "All able bodied prisoners that fail to pay their fines are leased to the Putnam Lumber Co. at Clara, Fla., which is 60 miles from this place, (Tallahassee) and are sent there if they stand the physical examination, which he did, by Dr. B. J. Brend, of this city, if they failed to pay their fine and costs within two days time, so you see this man was in good health when he left here for the Camp at Clara, Fla. There was some money wired to him here after he was gone, but I could not get it, as it was sent in his name. I, therefore, returned it." On receiving this information, the Taberts, it is given out, believed that their son might have been taken sick and died as stated, and therefore let the matter rest for five months. So closed the second scene, with Young Tabert resting in a to be undiscovered grave in the swamps adjacent to the Lumber Camp, where he had been buried, as reported, in a suit of clothes that had been left in the camp by a negro who had escaped.

Another victim of this system of Soviet government, who escaped from the camp, and who, there, had become acquainted with young Tabert, wrote to the boy's parents advising them that he had been murdered by the Soviet System of Government prevailing in the Putnam Lumber Camp, Clara, Fla., and involving the civic authorities of that State, particularly the office of the Leon County Sheriff, when the parents of this freeborn American lad placed on foot an investigation of the treatment of their son.

Thus we reach the third scene, which is described as follows: "Convicts at Camp Clara were forced under the lash to work long hours in swamps and ooze, and sometimes hip deep in water. Tabert was furnished with shoes too small for him and his feet were swollen and sore from the swamp water poisoning. He asked the whipping boss, one Higginbotham for larger shoes, but this was refused. He suffered from headaches, but was frequently knocked down and beaten by the whipping boss for being slow. Late in January, 1922, he was called out, and by the camp fire in the presence of about 85 convicts, was lashed 35 times with a 7½ lb., 4-inch strap, five feet long. (A law exists in Florida that would permit the Putnam Lumber Co. gunman to administer ten lashes at one whipping.) He begged to be loosed but the whipping boss put his foot on Martin's head, crushing it into the mire, and continued the whipping. Eye witnesses testify that he was given all together nearly 100 lashes over the head and shoulders. Following this he was delirious until he died three days later in a dirty bunk without care or medical attention. Due to the publicity resulting from the investigation made by a North Dakota attorney, Higginbotham, the Putnam Lumber Co. representative and gunman was arrested March 30, 1923, on a charge of first degree murder, and was

indicted by a grand jury April 11, 1923, more than one year after Tabert was murdered. The North Dakota legislature sent a memorial to the legislature of Florida reciting the facts of Tabert's death—due to abuse and torture inflicted by the Putnam Lumber Co., after money had been sent for the boy's release. It develops there existed a graft provision between Sheriff J. R. Jones of Tallahassee and the Putnam Lumber Co., by which Sheriff Jones would arrest individuals for pretended or petty offenses and supply them at \$20 each to the Putnam Lumber Co. Tabert is yet dead and peonage and slavery continue in the Florida lumber camps, as the curtain drops upon the third scene of this hideous and uncensored method of exploitation by capitalism in the wake of frenzied profiteering.

The root of this evil, the party or parties upon which, in all reason, discipline should be applied for this state of affairs, undoubtedly may be found in Wisconsin, as this is a Wisconsin lumber company. No one will question but what Higginbotham, the gunman is irresponsible. No one with a reasonable human mind would commit the acts Higginbotham was engaged to commit and nothing can be gained by punishing Higginbotham. Much could be gained by applying the same line of discipline to the President of the Putnam Lumber Co. and his associates, financially interested in exploiting prison contract labor. It goes without question that they will not even see the inside of a prison in the way of a measure of discipline for this heretofore unheard of atrocity. And, of course, the sheriff and sentencing judge will escape with the plaudits of capitalistic sovietism.

CHANGE CARRIERS

Many inquiries applying to money changers come to this office by various members of the Association, which prompts the announcement that the best money changer on the market is "The Rapid Ready Lever Operated Change Carrier," manufactured by A. F. Nelson, 907 North Front St., Harrisburg, Pa. The speed, flexibility and adjustability of this changer is very exceptional. Changers are made with four tubes: Tube No. 1 accommodates either pennies, nickels or large tokens; tube No. 2, nickels; tube No. 3, dimes; tube No. 4, quarters. One end of the changer is designed so that an extra tube can be added. The extra tube is for tokens, but by removing a metal liner, which can be easily done, this tube will also accommodate pennies and dimes, thus giving a flexibility not found in any other changer. Any or all tubes can be adjusted without tools to throw out any number of coins from one to five, with the exception of the token tube, which can be set to throw six tokens. The construction of this changer is stronger and it is made of expensive metals which will not rust or tarnish. Thumb levers in the new carriers are strong and positive in action, and connected directly to ejectors without springs. For information, write Mr. A. F. Nelson, Mfr., 907 North Front St., Harrisburg, Pa.



The Motorman and Conductor



Official Journal of the Amalgamated Association of Street
and Electric Railway Employees of America
PUBLISHED BY THE ASSOCIATION
Monthly, at 260 E. High St., Detroit, Mich.

W. D. MAHON, President
EXECUTIVE COUNCIL

W. D. MAHON	International President
WM. B. FITZGERALD	First Vice-President
P. J. O'BRIEN	Second Vice-President
W. S. MCLENNATHAN	Third Vice-President
WM. P. JENNINGS	Fourth Vice-President
FRED A. HOOVER	Fifth Vice-President
GEORGE A. DEAN	Sixth Vice-President
P. J. McGRATH	Seventh Vice-President
FRANK O'SHEA	Eighth Vice-President
THOMAS F. SHINE	Ninth Vice-President
ALBERT E. JONES	Tenth Vice-President
JAMES LARGAY	Eleventh Vice-President
J. B. WILEY	Twelfth Vice-President
M. J. MURRAY	Thirteenth Vice-President
C. U. TAYLOR	Fourteenth Vice-President
L. D. BLAND	International Treasurer

GENERAL EXECUTIVE BOARD

EDWARD McMORROW	A. H. BURT
MAGNUS SINCLAIR	WILLIAM F. WELCH
P. J. SHEA	J. B. LAWSON
JOHN H. REARDON	WM. B. FITZGERALD
R. L. REEVES	Secretary

Correspondents will please address all communications for
publication to R. L. REEVES, Editor.
Subscriptions payable to W. D. Mahon, President.

Per Annum, \$75
Single Copy, 10 cents.

SUBSCRIPTION

ASSOCIATION

Section 1. The objects of this Association shall be to
organize Division Associations.

Sec. 2. To place our occupation upon a high plane of intelligence, efficiency and skill; to encourage the formation in Division associations of Sick Benefit Funds; to establish schools of instruction and examination for imparting a practical knowledge of modern and improved methods and systems of transportation and trade matters generally; to encourage the settlement of all disputes between employer and employes by arbitration; to secure employment and adequate pay for our work; to reduce the hours of daily labor and by all legal and proper means to elevate our moral, intellectual and social condition.

Unsigned communications cannot be published. Names of correspondents will not appear with their products unless by special permission of the correspondent. Matter for publication should be in not later than the 2nd of the month, and should be written on one side of the paper.



Good will is as important a factor in any business as the question of cost.

Courts base many court decisions upon the principle that good will of the people is a property right.

Picketing an industry by wage earners who have suspended employment for the purpose of establishing more acceptable wages or working conditions is done to also suspend from that industry the good-will of the people until the purpose of the suspension avails.

An employing company that establishes a lockout of union men or employees seeking to organize, first seeks to maintain the good-will of the people. They hire press agents and publicity agents to educate the public that their merciless movement is consistent with the good-will of the public.

There is no element of wage earners that should better understand the value of good-will to any enterprise than those of the trade union movement—the organized wage workers. None of them are more immediately in touch with the principle of good-will than the employes of street and electric railway utilities.

There is no element connected with the operation of a street and electric railway utility that can better serve to create good-will for the property than the employes and particularly those who are participating in the operation of the property by service in the class of motormen, conductors and operators. They are in immediate touch with the people.

Motormen, conductors and operators who make themselves congenial to the public, not particularly as individuals, but as instruments or features of the utility, develop such a spirit of good-will on the part of the public that the question of rates of fares within reason is not a serious consideration with the patrons of the property.

About the first thought that arises in the mind of a patron of a street railway when he is in some way offended or inconvenienced by a motorman, conductor or operator, is the fact that he is paying for something that he isn't getting and that this something is mighty dear at any price. Even a three cents fare will not offset that inconvenience or abrasion of peace in the mind of the patron. On the other hand this patron allows no suggestion of the rate of fare he is paying to arise in his mind when he finds genial, courteous and convenient service.

Motormen, conductors and operators contribute more to the moulding of a good or ill will of the patrons in the interest of the property upon which they are employed than it is possible for any and all of the investors in that property, let them be bondholders or stockholders. If this principle is understood by the directors of the property, the management of the property, and the employes, rates of fare may be had in any community that will yield a reasonable return to the property and fair wages and working conditions to the employes. And this principle should be made to be understood by every official of the property, from the president down to the smallest unit exercising any authority upon it.

The president of a large employing concern is quoted as having recently said: "We are approaching the top of this wave of prosperity. We can't go much higher without kiting prices—forcing the kind of boom that brings a smash. We cannot dodge the fact that in every period of depression, unemployment means tragedy in a myriad of American homes." An American home in tragedy during depression advances very little from the realm of tragedy of the wave of prosperity, except that the wage earner is permitted to participate in that prosperity. There is an element in employment that denies the worker the privilege of deliberately participating in prosperity.

In the industrial world, one of the disadvantages to labor rests in the fact that the profit wage employing elements are few when compared with the ten million or more wage earners. This means that in organizing work there are, say, 120,000 profit employing concerns to organize, where there are ten million wage earners to organize. There is less diversion in the endeavor to formulate policies of procedure among 120,000 individuals than there is among ten million individuals. The employers have a less stupendous task in organizing than do the employees. If those of organized wage earners would thoroughly comprehend this, they would put forth the most vigorous effort to so educate the yet non-union element that a more effective organization of labor may be established. It can be done. Labor can be as thoroughly organized as capital. But it is up to Labor to do it.

Data given out by political parties as preparatory campaign publicity, shows that the high peak of the United States federal indebtedness was reached August 31, 1919, when it stood at \$26,594,000,000. On the retirement of the Democratic Administration the statistics issued show that this debt had been reduced to \$24,051,000,000. It has since been reduced to a little more than 22 Billion Dollars. This shows a reduction in excess of 4 Billions of Dollars in four years. The figures shown by the two leading political parties thus assure the taxpayers that except for some unforeseen events abnormal indebtedness of the federal government will be liquidated in about 18 years. Thus high or abnormal taxes may be expected to last more than one and one-half decades. Federal taxes are paid by the consumers and as the greater percentage of consumers are wage workers, the element is easily recognized that most bears the brunt of it. Profiteering will ensue throughout the entire period, as taxes in being handed on to the consumer gather excessively in every move and this gathering is excess profits.

Gratifying reports are coming in from various Local Divisions throughout the East and Central West which give evidence that the 18th Convention to be held in Oakland, Calif., in September, will be one of the best attended conventions held in the past his-

tory of the Association. Nearly all Locals are making special endeavor through picnics, dances and other means, to raise money to finance the trip to Oakland, that their Locals may be represented in that beinial meeting of the Association.

The city council of San Antonio, Texas, has adopted an ordinance prohibiting the operation of one-man cars in that city. The city council takes the position that they are unsafe and will not render the type of service purposed by the concession granted to the corporation for the operation of street railways. San Antonio is a city of some 175,000 population.

THE COMING CONVENTION

The Coming Convention of our Association, which will open in Oakland, Calif., on Monday, September 10, of this year will, no doubt, be one of the largest Conventions ever held by this Association on account of the cheap railroad rates that have been secured. Many of the smaller Divisions that had not intended to send delegates have, since learning of the cheap rates, changed their minds and are now arranging to send delegates to this Convention.

In addition to the delegates, there are a number of our members throughout the country that are making arrangements to take advantage of this low rate and go with the delegates on this trip and from all that can be learned it seems assured that there will be enough passengers to make up two special trains from Chicago.

The trip is so arranged that it will give one of the best sight seeing trips ever enjoyed. The scenery of the Rocky and Sierra Nevada Mountains will both be seen by daylight, with stops at the principal points. Twenty-four hours will be spent in the heart of the Rocky Mountains—trains stopping at Colorado Springs, and the main sights of the Rockies will be visited without any additional cost. At Salt Lake City there will be a five hour stop and in addition to the sights to be seen, there will be a free organ recital given to the delegates and visitors at the Great Mormon Tabernacle. The train is so scheduled that it will reach Oakland at about five o'clock on Saturday evening giving everybody a day's rest prior to the opening of the Convention—while the Oakland people will have entertainments arranged for Sunday.

The round trip railroad fare from Newark, N. J., will be about One Hundred and Thirty-five Dollars (\$135.00). From Cleveland, Ohio, One Hundred and Five Dollars (\$105.00). From Detroit, Mich., One Hundred and One Dollars (\$101.00). From Chicago, Ill., Eighty-six Dollars (\$86.00), and a corresponding rate for all over the country. A full explanation of the route to be taken and of the railroad arrangements will be given when the call of the Convention is issued early in June.

Fraternally yours,

W. D. MAHON,
International President.

FROM LATE REPORTS OF INTERNATIONAL OFFICERS

Int. President W. D. Mahon, following his visit to Cleveland, Ohio, where the wage dispute of Div. No. 268 was brought to the point of submission for arbitration, dispatched First Int. Vice-President Wm. B. Fitzgerald to assist the Cleveland Local in preparation and submission of the case to the arbitration board. He has also given his attention to a case of grievance that is now pending submission to arbitration involving Division No. 90, Port Huron, Mich., which is in the stage of choosing the presiding arbitrator. At the close of this report, April 30, he is at the general office, engaged upon the general affairs of the Association, as well as in advisement upon the wage increase submission made by the Detroit City Railway Branch of Division No. 26.

First Int. Vice-President Wm. B. Fitzgerald, in April, assisted Division No. 268, Cleveland, Ohio, upon the arbitration of a wage dispute with the Cleveland Electric Railway Co. Arbitrators were Mr. Thos. Schmidt, chosen by the company, Judge James Walters, chosen by Division No. 268, and Judge Henry Saunders, chosen as the presiding arbitrator. The presentation of this case to the arbitrators on behalf of Division No. 268, was made by Attorney James H. Vahey of Boston, and the case is pending the award of the arbitrators. Following the closing of the Cleveland arbitration Vice-President Fitzgerald visited Buffalo, N. Y., in the interest of Division No. 263, the members of which continue their protest of the lockout instituted by the Buffalo Company some nine months ago. He reports no change in the situation, further than the continued loss sustained by the company. April 28 he was at the general office assisting upon the general work of the Association.

Second Int. Vice-President P. J. O'Brien reports that negotiations for a renewal of agreement for Division No. 540, Trenton, N. J., upon which he was working, was completed and the agreement is signed for another year. Per his report of April 21, Vice-President O'Brien was assisting Division No. 726, Staten Island upon agreement work, and Division No. 967, Staten Island, upon organization extension work.

Fourth Int. Vice-President Wm. P. Jennings, March 25, visited Preston, Ont., where he assisted Division No. 833 upon the adjustment of a seniority dispute. Per his report of April 16, Vice-President Jennings had assisted Division No. 685, Brantford, Ont. upon wage agreement work, bringing the wage dispute to a agreement to arbitrate and the case was pending arbitration.

Fifth Int. Vice-President Fred A. Hoover, who was last reported assisting Division No. 583, Calgary, Alta., upon wage agreement

work, reports that an agreement obtained to arbitrate the entire Civic Federation's agreement with the city authorities. This includes the wages and conditions of employment of Division No. 583. Arbitrators were chosen as follows: By the Civic Federation, Messrs. Robt. Livett and A. Farnilo; by the city, Messrs. J. S. Arnold and Geo. L. Hughes; these four arbitrators elected as presiding arbitrator, Judge G. E. Sanders. Per Vice-President Hoover's report of April 21, the case was pending presentation to the arbitrators.

Eighth Int. Vice-President P. J. O'Shea, per his report of April 28, was at St. Louis assisting Division No. 788 upon matters pertaining to the Local.

Eleventh Int. Vice-President James Lary reports that Division No. 388, Newburgh, N. Y., has been successful in obtaining agreements covering the bus operators, as well as the trolley car operators. An increase of 3 cents per hour was obtained to the bus operators. Upon completing this settlement, he was dispatched to Schenectady, N. Y., where by his report of April 21, he was assisting Division No. 576 upon wage agreement work. The situation was in a conference stage.

Twelfth Int. Vice-President J. B. Wiley assisted Division No. 779 Sioux City, Ia., upon agreement work, the results of which have not been reported to the general office.

G. E. B. Member Edw. McMorrow, early in April, visited Lima, Ohio, where he assisted Division No. 759 upon agreement work and the adjustment of a seniority dispute. He also advised with Division No. 852, Lima, upon agreement work. At Fort Wayne he attended and addressed a meeting of Division No. 682. He reports the Local in a progressive condition. He visited Cincinnati, Ohio, where he consulted with the officers of Division No. 627 and 628, of Covington, which Locals he reports in a good shape. He was later dispatched to Memphis, Tenn., where the members of Division No. 713 were on strike when he arrived there. He reports that a settlement was reached and work resumed. An increase of 4 cents per hour was accepted. Per his report of April 28, he was assisting Divisions Nos. 125, 236 and 805, Belleville, Alton and East St. Louis, Ill., upon agreement work, with indications that, except wages, all working conditions would be agreed upon. At this place he substituted Board Member Wm. F. Welch, who was taken sick while on the job, and was compelled to return to his home in Wheeling.

G. E. B. Member Magnus Sinclair, early in April, visited Oakland, Calif., where he consulted with Business Agent W. J. Moorehead upon convention preparations. Returning East he was dispatched to Lima, Ohio, where per his report of April 22, he

was assisting Division No. 852 upon wage agreement work.

G. E. B. Member P. J. Shea, who as last reported, was assisting Division No. 168, Scranton, Pa., upon wage agreement work, was unable to adjust the wage provision of the agreement, and it was submitted for arbitration. Pending the choosing of arbitrators, he was dispatched to Youngstown, Ohio, where he assisted Division No. 360, of Alliance, Ohio, upon a grievance case, which was adjusted by the Manager of the Youngstown system returning to employment a motorman who had been previously dismissed by the Superintendent of that company while he was motoring his car over the Youngstown and Warren Division of the Youngstown property. After adjustment of this case, he returned to Scranton, Pa., where on April 22, the Scranton arbitration case was pending the selection of a fifth arbitrator, the board to be comprised of five members.

G. E. B. Member John H. Reardon, in April, attended and addressed a meeting of Div. No. 425, Hartford, Conn., and advised with the Conn. Joint Advisory Board officers upon agreement work. At the close of his report of April 22, he was assisting the Joint Advisory Board of the E. Massachusetts Locals upon agreement work in the course of which he visited and addressed a meeting of Division No. 240, Chelsea, and held meetings with the officers of Divisions Nos. 235, Brockton and 373, Hyde Park. He is also assisting Division No. 589, Boston, Mass. upon agreement work. Per his report of April 22, these cases were yet pending continued conferences.

G. E. B. Member Allen H. Burt, as reported by him April 22, is assisting Division No. 382, Salt Lake City, Utah, upon agreement work. The Local is asking 5 cents per hour increase in wages.

G. E. B. Member Wm. F. Welch, who was assisting Divisions Nos. 125, 236 and 805, Belleville, Alton and East St. Louis, on agreement work, that was being carried on jointly by the three Locals, reports under date of April 28, that he was compelled to return to his home in Wheeling, W. Va., on account of having been afflicted with neuritis and influenza. He was under the doctor's care and it is hoped that he will soon recover. He was relieved on the East St. Louis situation by G. E. B. Member Edw. McMorrow, while the case was in a conference stage.

G. E. B. Member J. B. Lawson, in a late report, states that he has fully recovered from his recent illness and has been assisting Division No. 558, Shreveport, La., upon the subject involving the operation of one-man cars, which is now before the committee appointed by the Public Utilities Commission.

STRIKES AND LOCKOUTS

St. John, N. B.—Division No. 668, the members of which were locked out by the employing management June 29, 1921, is now approaching the completion of the second year of its contest for the right of organization. This situation has become one of the most remarkable movements in protest of kaiserism. Here is a band of some 150 street and electric railway employes, who for two years have been vigorously protesting the denial of the right of collective agreement and as a matter of fact the denial of the right to be members of a labor organization. There has been not one moment during the whole period of practically two years that can be criticized as having been impotent in this effort of the St. John street and electric railway employes in behalf of the right of labor to organize. It is the general principle for which they have made this sacrifice in the interest of all labor. Neither is there the suggestion of yielding that principle to which the labor movement is devoted. Their effort bids for the admiration not only of the Amalgamated Association, but of all labor interested in the right of collective effort. The property has now changed hands and there is some encouragement that the new management or new company is not of the kaiser type.

East Liverpool, Ohio.—The Steubenville, East Liverpool and Beaver Traction Co. employes, members of Division No. 52, of the Amalgamated Association, were locked out by the employing company May 1, 1922. At the close of 11 months and 18 days of strenuous protest of the lockout a settlement was effected and work resumed upon the East Liverpool street railway lines April 18. This suspension of work lasted just 12 days short of one year and takes its place in the list of successful protests of long duration. There has not been a moment within the period of that suspension of work that the 100 members involved were in the least inclined to yield. Division No. 52 is one of the oldest locals in the Association, dating back in its history more than 27 years. Very few of the original men of Division No. 52 are yet on the job, but those who succeeded the creators of the local entered the service with the same principle of unionism that inspired their predecessors. During this test of approximately one year after the organization had been in existence, more than 26 years at the beginning of it, not one member deserted the ranks. The principle for which they struggled has been maintained. Right has prevailed.

Buffalo, N. Y.—Division No. 623 can report nothing new in the situation here. The company is still piling up its deficit and appearances indicate that it will so continue until the stock or bondholders awaken to the situation. The public is naturally thoroughly embittered by the conduct of the management of this property. Even

old officers of the property have resigned their positions in disgust. The members of Division 623 are as firm in their determination of continuing the protest against the effort of the management to destroy their organization, as they were in the beginning. An illustration of the type of men now operating the street railways in this city was recently pictured to the public in an event that occurred of this type, and it is not the only instance. At the end of the South Park Ave. line a Lackawanna Police officer requested a motorman, No. 898, who was operating a car, to pull into a Y to enable him to clear about 30 automobiles that had blocked traffic on South Park and Ridge Road. Without any warning the motorman jumped from his car and pulled a gun on the police officer, shouting: "We have taken enough from you. Get out of here." The motorman pushed the revolver into the officer's stomach and backed him to the sidewalk. The Park visitors were thrown into a panic by the display of fire arms and a citizen motored to the police department to notify the police. Chief of Police Gilson returned to the scene and arrested the motorman, whose name is given as Frank Sankauer. He told the officer that he threatened with the gun, that he was from Texas "a place where they shoot, and won't tolerate guys like you." This is the type of individuals with whom the Buffalo street railway company is manning its cars and equipping them with firearms. The people recognize how unsafe it is to ride and as a result, the patronage is way below the operating expenses.

Memphis, Tenn.—Division No. 713 suspended work April 17. The Local had made application for a 7 cents per hour increase in wage. This was not acceptable to the company. G. E. B. Member Edw. McMorrow was dispatched to Memphis and was successful in effecting a settlement so that work was resumed April 18, being practically a 24 hours suspension. The settlement was effected by the Local accepting 4 cents per hour increase.

Washington statistics show that the agricultural population of the United States met with a net loss of 460,000 during the year 1922. It is reported that two million men, women and children abandoned farms for the cities and towns in the 12 months of 1922. This is partly offset by a shift from the cities of 880,000 persons, and by an increase in births in the farming communities over the number of deaths, that occurred. There were 925,000 births reported on farms against 265,000 deaths.

Judge Gary of the United States Steel Trust complains of immigration restriction. There is an enlivening of industry that threatens the U. S. Steel Trust with an exodus of its employees on account of the miserably low wage that the depression aided the Steel Trust in establishing. This threatened desertion of employees, compelled

the Steel Trust to make two or three recent small increases in wages. It has also resulted in an appeal to the nation by Judge Gary that the gates be let down to swamp America with cheap foreign labor. As a matter of fact, with decent wages no employing industry has reason for complaint of a shortage of labor. Everyone knows that the present stimulated industrial condition will, in the course of time, decline and again there will be augmented the army of unemployed. More than a quarter of a million of immigrants are coming into this country at the present time. The Steel Trust is credited with having piled up Four Hundred Million Dollars of profits within the last year.

The United Mine Workers of America in a recent communication addressed to the United States Coal Commission gives out some quite interesting data to the consumers of coal. The United Mine Workers in their communications say that they "had hoped that the record of inquiry by the U. S. Coal Commission into the evils of the coal industry in this country might not be cluttered up with a lot of immaterial and nonessential matter." They charge two New York lawyers representing 70 per cent of the bituminous coal production of the U. S., or the owners of coal mines, the output of which is 70 per cent of the bituminous coal production, with attempting to set up and establish a system for the control of the industry and cite that if the statement of the two lawyers is true, their clients are as monopolistic as the United Mine Workers are, as the United Mine Workers do not include 70 per cent of the employees. The miners state: "It is quite evident from their letter that the two lawyers claim to represent 70 per cent of the total bituminous production of the country. They tender to the Commission a misleading statement that common day labor in the mines for an 8-hour day receives a minimum of \$7.25 underground and \$6.60 above ground, and that this same type of labor in the packing industry receives \$2.67 per day and that common road-building labor receives from \$1.28 to \$2.24 per day of 8 hours. The intimation of the lawyers is that they would reduce the coal miners to these rates of wages. They state that there is a story afloat in Washington to the effect that the operators are paying these two lawyers \$130,000 for their service. The miners cite that non-union coal companies in Alabama are paying laborers \$1.75 to \$2.10 per day and that the Alabama coal companies are numbered among the 70 per cent clients of those two New York lawyers. The Mine Workers ask that these two lawyers first tell the public why these non-union coal mine owners of West Virginia are now charging \$4 to \$7.50 per ton for West Virginia smokeless coal at the mines, which they sold at the mines a year ago for \$1.50 to \$2.75, when there has been no increase in the cost of production and no increase in wages of miners. They assume that is what the public wants to know.

Data given out by the Detroit Police Department in the interest of greater care in vehicular traffic in the streets of Detroit, shows that during the year, 1921, one hundred and thirty-four were killed on the streets of Detroit. During the year 1922, 185 were killed by street accidents. In March, 1923, twenty-two were killed in street accidents. The statement says: "It looks as though the driver and pedestrian both are exceedingly reckless and need to have this called to their attention in a startling way." While the vast majority of these fatalities and the multitudes of accidents wherein injuries were sustained, are resultant from the careless driving of automobiles, it is regrettable that some of them involve the operation of street cars. The multitudes of these accidents occasioned by automobiles should force the understanding that the number of vehicles of whatever type measure the liability to accident and stand as a menace to safety. In proportion, there has been a vastly greater number of accidents with small one-man cars in Detroit, than with any other type when reviewing the accidents in which street cars are involved.

Brother Charles F. Hohman of the Bakery and Confectionary Workers International Organization, who is Editor of the Bakers Journal, gives out information that the Ward Baking Co., the largest bakery monopoly in the United States is on the unfair list. This concern is conducting important bakery establishments in Pittsburgh, Boston, Providence, Chicago, Cleveland, Newark, N. J., Syracuse, N. Y. Youngstown and Columbus, Ohio, New York and Brooklyn and Baltimore. The Ward Bakery was first instituted in Pittsburgh, Pa., where for several years the company dealt with the Bakers' Union. When it began to extend by consolidation and the establishment of Bakeries in other cities, the company savagely cut wages and denied its employees the right of organization. It appears that during the war, the company was compelled to employ union bakers, and subscribed to a collective agreement in all of its establishments. Under the unemployment conditions that prevailed in 1922, the Wards saw their opportunity to again dictate wages and working conditions to the Bakers and declared themselves for the open shop. In other words, the Company closed its various bakeries throughout the country to union men and women, and instituted a general lockout.

The Children's Bureau of the United States Department of Labor, upon Infant Mortality, as observed in Gary, Ind., gives out that "an increase of infant mortality with a fall in the earnings of the fathers or chief bread winners was again demonstrated. For the year of the Gary study, when the chief bread winners' earnings amounted to \$1,850, the infant death rate was 89.4 per 1,000. When the earnings were between \$1,050 and \$1,850, the rate increased to 127.1. When the earnings fell

below \$1,050 per year, the rate rose to 137.8. More than a fourth of the babies of white mothers but less than one in twelve of those having foreign born mothers were in families whose chief bread winners earned \$1,850 or more. The heaviest toll was taken by the gastric and intestinal diseases, and it has been repeatedly demonstrated that the mortality from these causes can be largely reduced by the encouragement of breast feeding, improvement of the milk supply and improvement of community housing and sanitation." It is stated that Gary was chosen for the study as representing a city in which the basic industry was steel manufacturing and on account of Gary's newness and rapid growth. The death rate in the segregated foreign born laborers' section of the city is given as 141.2 deaths with 1,000 births. It is in this section that the breadwinners of the families who receive the lowest wage rates mostly reside. This should be a subject for thought by those employing concerns that persist in cheap wages.

A TEN-MONTHS' STRIKE

Tuesday, May 1st, of this week, marked the close of the tenth month of the strike of the Local Union Street Car Men. As a manifestation of union loyalty and solidarity, this struggle has been unique in the history of Buffalo, while it has attracted the attention and aroused the admiration of organized labor throughout the country.

The strike was deliberately provoked by Mr. Mitten and his associates for the purpose of crushing the street car men's union. The International officials calculated that the strike would last a month at most but their calculations miscarried and their war chest became depleted. In vain were thousands of dollars spent in order to debauch public opinion by means of advertisements in the daily press. Soon the struggle developed from a contest between company and former employees to one between the International and the public.

Today the International stands discredited before the people. Its whole traction system has become demoralized and must be thoroughly overhauled and reorganized. Its best technicians have resigned, one after another, in disgust.

The public is clamoring for a solution of the traction problem, but, unfortunately, the City Council's dilatory tactics have not brought the problem nearer to solution. However, a more serious attempt at a settlement must soon be made, for matters cannot continue in the makeshift manner in which they have been going on.

Organized labor of Buffalo holds the key to the situation. Now is the time for renewing the drive for a settlement of the traction problem in a way that will insure better service and lower fares, but will at the same time do justice to the legitimate demands of the union street car men.

—Buffalo Labor Journal.

THE UNION LABEL

To all Organized Labor, Greeting:

Attention is called to the opportunity offered during the spring months to help the members of organized labor. A vast amount of money will be expended for wearing apparel of all kinds. Will you buy union labeled products, and show that you are wide-awake to your own interests, or will you buy non-union products and keep the non-union shops busy? Will you buy from a union clerk? Will a union man make the delivery to your home?

The spring house-cleaning will mean another outlay of money. Upholstering and papering will be done. Repairs and improvements of various kinds will be made to many homes. Will you give this work to union men? Will you use union wall paper? Many will move from one dwelling to another. Will you see that union men do all of this work?

During this season many entertainments and dances will take place, which will give you an opportunity to hire union musicians. The tickets and programs if ordered from a union shop will help the members of the Allied Printing Trades. Will you specify that union water-marked paper is to be used?

In fact, during this season and all seasons there is a chance for all members of organized labor to help each other. Each time we purchase a union cigar, a package of cigarettes, a paper of tobacco; each time we buy a loaf of union bread, a barrel of flour or a union broom; each time we patronize a union barber, a union restaurant, a union market, a fair theatre, we are doing our bit to help each other.

All crafts must be honest and play fair with each other when spending money. In this way they will learn to spend their union earned money profitably and to their own advantage, so it will not enrich those opposed to them, which it surely does each time non-union products are purchased or non-union workmen hired.

Patronize the union label, card and button at all times. Let each start an individual campaign. Let this campaign be inaugurated the very next time you purchase anything or when work of any kind is to be done. The money you spend can be used as a mighty means of defense against the non-union shop. Will you help build up this defense?

Fraternally yours,

JOHN J. MANNING,
Secretary-Treasurer,
Union Label Trades Department.

Division No. 380, Elyria, Ohio, it is reported by G. E. B. Member Magnus Sinclair, has obtained a wage increase of 5¢ per hour. This provides new wage rates of 46¢ per hour for first year service men, 50¢ for the second year men and 54 cents per hour to those of two years or more of service. The members of Division No. 380 of the Amalgamated Association are employed upon the Cleveland, Southwestern and Columbus Railway.

Disbursements from the Death, Disability and Old Age Benefit Fund during the month of March, 1923, were made to beneficiaries on claims as follows:

Death Benefits	
Elizabeth Durick, beneficiary, death claim of Martin Durick, deceased, late member of Div. No. 623, Buffalo, N. Y.; cause, General Arterio Sclerosis.....	\$800.00
E. O. M. Fehrnstrom, financial secretary and treasurer of Div. No. 589, for funeral and tombstone expenses, death claim of Daniel A. Daly, deceased, late member of Div. No. 589, Boston, Mass.; cause, Suffocation by gas—accidental.....	250.00
Vincent Tuero, financial secretary and treasurer of Div. No. 623, for funeral, doctor's and hospital expenses, death claim of Edward J. Plunkett, deceased, late member of Div. No. 623, Buffalo, N. Y.; cause, Acute Hemorrhagic Nephritis—Poisoning by ammonia.....	301.25
Anna St. Claire, beneficiary, death claim of Philomont St. Claire, deceased, late member of Div. No. 591, Hull, Quebec; cause, Diabetes.....	400.00
Jennie Burke, beneficiary, death claim of Michael E. Burke, deceased, late member of Div. No. 281, New Haven, Conn.; cause, Broncho-Pneumonia.....	250.00
Mary O'Donnell, beneficiary, death claim of William O'Donnell, deceased, late member of Div. No. 281, New Haven, Conn.; cause, Chronic Endocarditis.....	800.00
Chas. I. Price, financial secretary of Div. No. 276, for beneficiary, death claim of W. R. Mooney, deceased, late member of Div. No. 276, Stockton, Calif.; cause, Valvular Heart Disease and Cerebral Hemorrhage.....	800.00
Mrs. Ella Young, beneficiary, death claim of William Young, deceased, late member of Div. No. 268, Cleveland, Ohio; cause, Myocarditis.....	150.00
Mrs. Lena Mandry, beneficiary, death claim of C. Mandry, deceased, late member of Div. No. 194, New Orleans, La.; cause, Acute Septic Hepatitis.....	800.00
J. L. Bourbonniere, financial secretary of Div. No. 790, for beneficiaries, death claim of Arthur L'Herauld, deceased, late member of Div. No. 790, Montreal, Quebec; cause, Acute Indigestion and Cerebral Hemorrhage.....	400.00
Mrs. Sergius Archambault, beneficiary, death claim of Sergius Archambault, deceased, late member of Div. No. 790, Montreal, Quebec; cause, Nephritis and Uremia.....	100.00
Mrs. Mary Elizabeth Biggs, power of attorney for beneficiaries, death claim of Peter Hoffherr, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Organic Heart Disease.....	400.00
Mrs. Ethel Fickas, beneficiary, death claim of Ernest H. Fickas, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Cerebral Hemorrhage.....	150.00
Mrs. Rose Clarke, beneficiary, death claim of James Carroll, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Pulmonary Tuberculosis.....	800.00
Mrs. Sarah A. Ford, beneficiary, death claim of Cornelius J. Ford, deceased, late member of Div. No. 253, Quincy, Mass.; cause, Myocarditis and Arterio Sclerosis.....	800.00
Mrs. Mary Drapper, beneficiary, death claim of George W. Drapper, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Pulmonary Tuberculosis.....	100.00
Mrs. Marjorie Angus, beneficiary, death claim of Benjamin F. Angus, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Transverse Myelitis.....	100.00
W. F. Ley, financial secretary and treasurer of Div. No. 497, for beneficiary, death claim of Ben McCool, deceased, late member of Div. No. 497, Pittsburg, Kansas; cause, Street car accident—crushing injury to right chest with fractured ribs and internal hemorrhage.....	800.00
Wilhelmina Swift Ford, beneficiary, death claim of John G. Ford, deceased, late member of Div. No. 382, Salt Lake City, Utah; cause, Cholecystitis and Jaundice.....	800.00
Michael J. Schaefer, financial secretary and treasurer of Div. No. 838, for beneficiary, death claim of William E. Metzger, deceased, late member of Div. No. 838, New Albany, Ind.; cause, Acute Indigestion....	350.00

Mrs. E. J. Fear, beneficiary, death claim of E. J. Fear, deceased, late member of Div. No. 268, Cleveland, Ohio; cause, Lobar Pneumonia.....	800.00	Mrs. Wilfrid Bazinet, beneficiary, death claim of Wilfrid Bazinet, deceased, late member of Div. No. 790, Montreal, Quebec; cause, Cancer of Stomach.....	250.00
F. H. Cooper, financial secretary and treasurer of Div. No. 329, for beneficiaries, death claim of John Riley, deceased, late member of Div. No. 329, Dubuque, Iowa; cause, Pulmonary Tuberculosis and Intestinal Stasis.....	800.00	Wm. S. McClenathan, secretary-treasurer of Div. No. 308, for beneficiary, death claim of Mae McDermott, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Peritonitis.....	250.00
W. S. Steele, administrator of estate of deceased, for beneficiaries, death claim of George W. Riley, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Pneumonia and Bronchitis.....	200.00	Isabel Vaska, beneficiary, death claim of Ben Vaska, deceased, late Member at Large, Detroit, Mich.; cause, Apoplexy.....	800.00
Mrs. W. M. Johnson, beneficiary, death claim of W. M. Johnson, deceased, late member of Div. No. 725, Birmingham, Ala.; cause, Apoplexy.....	600.00	Mrs. Mary Quinn, beneficiary, death claim of George Quinn, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, Broncho-Pneumonia.....	800.00
George J. Untereiner, attorney, for beneficiary, death claim of Clarence E. Schroeder, deceased, late member of Div. No. 194, New Orleans, La.; cause, Appendicitis.....	150.00	Matilda Kipperl, administratrix of estate of deceased, for beneficiary, death claim of Peter Kastner, deceased, late member of Div. No. 623, Buffalo, N. Y.; cause, Chronic Myocarditis and Valvular Lesion of the Heart.....	250.00
Mrs. Thomas Acker, beneficiary, death claim of Thomas Acker, deceased, late member of Div. No. 26, Detroit, Mich.; cause, Anaemia, caused by septic infection.....	800.00	Mrs. L. B. Samples, beneficiary, death claim of L. B. Samples, deceased, late member of Div. No. 898, Macon, Ga.; cause, Lobar Pneumonia.....	250.00
Anna Vollert, beneficiary, death claim of Edward W. Vollert, deceased, late member of Div. No. 373, Hyde Park, Mass.; cause, Adeno-Carcinoma of Intestines.....	800.00	Mrs. Margaret Iback, beneficiary, death claim of John Iback, deceased, late member of Div. No. 900, Highwood, Ill.; cause, Cancer of Stomach.....	75.00
Mrs. Anita Fox, beneficiary, death claim of Joseph Fox, deceased, late member of Div. No. 194, New Orleans, La.; cause, Cerebral Hemorrhage.....	200.00	Mrs. Lizzie Tucker, beneficiary, death claim of T. Tucker, deceased, late member of Div. No. 627, Cincinnati, Ohio; cause, Broncho-Pneumonia.....	800.00
Mrs. Cora Newstead, beneficiary, death claim of George Newstead, deceased, late member of Div. No. 681, Oswego, N. Y.; cause, Uremic Poisoning complicated by Myocarditis.....	700.00	Mrs. Emma Hruby, beneficiary, death claim of Adolph Hruby, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Chronic Endocarditis and Valvular Disease.....	150.00
Margaret M. Sullivan, beneficiary, death claim of Dennis J. Sullivan, deceased, late member of Div. No. 174, Fall River, Mass.; cause, Carcinoma of Stomach.....	800.00	Jane Peters, beneficiary, death claim of Abilom P. Peters, deceased, late member of Div. No. 589, Boston, Mass.; cause, Cerebral Hemorrhage.....	800.00
Mrs. Frank Liebel, beneficiary, death claim of Frank Liebel, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Cerebral Hemorrhage.....	500.00	Mrs. Elizabeth Oatway, beneficiary, death claim of John Oatway, deceased, late member of Div. No. 107, Hamilton, Ont.; cause, Influenza and Pneumonia.....	700.00
A. Costea, financial secretary of Div. No. 618, for funeral, tombstone, doctors' and other expenses, death claim of John B. E. Levy, deceased, late member of Div. No. 618, Providence, R. I.; cause, Chronic Heart Trouble and Chronic Kidney Trouble.....	697.58	Isabel M. York, beneficiary, death claim of William York, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Cirrhosis of Liver.....	200.00
George Washington Wren, beneficiary, death claim of Andrew L. Wren, deceased, late member of Div. No. 125, Belleville, Ill.; cause, Pulmonary Tuberculosis.....	150.00	Ida Bryant, beneficiary, death claim of George Bryant, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Multiple Urinary Fistulae.....	200.00
Mrs. Rebecca J. Smith, beneficiary, death claim of John H. Smith, deceased, late member of Div. No. 589, Boston, Mass.; cause, Pyelorethritis Bilateral.....	800.00	Edith O'Leary, beneficiary, death claim of Edgar G. O'Leary, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Sarcoma (Multiple).....	250.00
John J. Carney, power of attorney for beneficiaries, death claim of Michael Carney, deceased, late member of Div. No. 589, Boston, Mass.; cause, Acute Lobar Pneumonia.....	800.00	Mary A. Beckham, beneficiary, death claim of P. L. Beckham, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Cardio Nephritis.....	250.00
Mrs. Laura E. Glover, beneficiary, death claim of Robert Glover, deceased, late member of Div. No. 589, Boston, Mass.; cause, Angina Pectoris.....	800.00	Margaret A. Dunn, beneficiary, death claim of Thomas F. Dunn, deceased, late member of Div. No. 26, Detroit, Mich.; cause, Pulmonary Tuberculosis.....	500.00
Frances Matilda Winteroud, beneficiary, death claim of Alonso Winteroud, deceased, late member of Div. No. 382, Salt Lake City, Utah; cause, Carcinoma of Bladder.....	800.00	Mrs. Leon Lefebvre, beneficiary, death claim of Leon Lefebvre, deceased, late member of Div. No. 790, Montreal, Quebec; cause, Cerebral Hemorrhage.....	400.00
W. D. Robbins, financial secretary and treasurer of Div. No. 113, for beneficiary, death claim of Robert Moorhead, deceased, late member of Div. No. 113, Toronto, Ont.; cause, Abscess and Exhaustion.....	600.00	Mrs. Charles McGinn, beneficiary, death claim of Charles McGinn, deceased, late member of Div. No. 790, Montreal, Quebec; cause, Accident—Fall from tower car striking top of head, causing Fracture of sixth cervical vertebrae.....	400.00
Fern Traupel, beneficiary, death claim of Harold G. Traupel, deceased, late member of Div. No. 847, St. Joseph, Mo.; cause, Struck by automobile, causing fracture of skull.....	150.00	John L. Mau, financial secretary of Div. No. 228, for beneficiary, death claim of George H. Underbrink, deceased, late member of Div. No. 228, Joliet, Ill.; cause, Concussion of the brain, caused by being struck by an automobile.....	150.00
Millard J. Whidden, financial secretary and treasurer of Div. No. 270, for beneficiary, death claim of Edward Norman Carlson, deceased, late member of Div. No. 270, Gloucester, Mass.; cause, Pulmonary Tuberculosis.....	400.00	Julia Campbell, beneficiary, death claim of Donald Campbell, deceased, late member of Div. No. 623, Buffalo, N. Y.; cause, Broncho-Pneumonia.....	800.00
Mrs. Josephine Herman, beneficiary, death claim of Frank Herman, deceased, late member of Div. No. 820, West Hoboken, N. J.; cause, Cardio Nephritis and Cerebral Apoplexy.....	150.00	Mrs. Hulder Peirson, beneficiary, death claim of Peter A. Peirson, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Diabetes Mellitus.....	800.00
Jessie Seybold, beneficiary, death claim of Amos Seybold, deceased, late member of Div. No. 757, Portland, Oregon; cause, Cerebral Hemorrhage (Apoplexy).....	500.00	Mrs. Mary D. Kruse, beneficiary, death claim of Henry Kruse, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, Suicide by hanging while temporarily insane.....	800.00
		Orville E. White, financial secretary and treasurer of Div. No. 416, for beneficiary, death claim of Fred R. Marts, deceased, late	

member of Div. No. 416, Peoria, Ill.; cause, Uremia.....	250.00
Mary G. Norton, power of attorney for beneficiary, death claim of Roderick G. MacDonald, deceased, late member of Div. No. 589, Boston, Mass.; cause, Acute Dilatation of Heart.....	800.00
Mrs. Frank L. Benjamin, beneficiary, death claim of Frank L. Benjamin, deceased, late member of Div. No. 22, Worcester, Mass.; cause, Angina Pectoris.....	400.00
Mrs. Margaret Coughlin, beneficiary, death claim of James Coughlin, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Shock and injuries sustained in a collision of autos.....	800.00
Mrs. Alice M. Atkins, beneficiary, death claim of Frederick Goud, deceased, late member of Div. No. 724, Augusta, Maine; cause, Influenza, complicated by Broncho-Pneumonia.....	600.00
Mrs. Henrietta M. Neal, beneficiary, death claim of Earl Salather Neal, deceased, late member of Div. No. 558, Shreveport, La.; cause, Pulmonary Tuberculosis.....	400.00
Mrs. Annie Wylie, beneficiary, death claim of James Wylie, deceased, late Member at Large, Detroit, Mich.; cause, Chronic Bronchitis.....	800.00
Michael J. Duggan, executor of will of deceased, for beneficiary, death claim of Thomas Duggan, deceased, late member of Div. No. 589, Boston, Mass.; cause, Pulmonary Tuberculosis.....	800.00
Mrs. Amy Crawford, beneficiary, death claim of John Crawford, deceased, late member of Div. No. 380, Elyria, Ohio; cause, Carcinoma of Stomach.....	800.00
Mrs. Walter Yingst, beneficiary, death claim of Walter Yingst, deceased, late member of Div. No. 118, Pottsville, Pa.; cause, Influenza and Broncho-Pneumonia.....	100.00
Mary Agnes Mercer, beneficiary, death claim of Harold N. Pierce, deceased, late member of Div. No. 382, Salt Lake City, Utah; cause, Arthritis Deformans.....	100.00
M. J. Hennessey, financial secretary and treasurer of Div. No. 448, for beneficiary, death claim of Daniel A. Smith, deceased, late member of Div. No. 448, Springfield, Mass.; cause, Carcinoma of Head of Pancreas.....	800.00
L. A. Graesser, financial secretary and treasurer of Div. No. 788, for beneficiaries, death claim of Charles Coats, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Pulmonary Tuberculosis.....	400.00
Joe O. Orsar, administrator of estate of deceased, for beneficiaries, death claim of Ben F. Orsar, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Hemiplegia.....	200.00
Mrs. Ethel Gallagher, beneficiary, death claim of James A. Gallagher, deceased, late member of Div. No. 794, Wichita, Kansas; cause, Broncho-Pneumonia.....	100.00
Mary Etta Scott, beneficiary, death claim of S. H. Scott, deceased, late member of Div. No. 794, Wichita, Kansas; cause, Pulmonary Tuberculosis.....	400.00
Mrs. James Begley, beneficiary, death claim of James Begley, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Cancer of Pancreas and Stomach.....	800.00
Mrs. James Bales, beneficiary, death claim of James Bales, deceased, late member of Div. No. 790, Montreal, Quebec; cause, Heart Failure.....	200.00
Mrs. Procule Mallette, beneficiary, death claim of Procule Mallette, deceased, late member of Div. No. 790, Montreal, Quebec; cause, Tuberculosis of the Lungs.....	400.00
Mrs. Fannie Sparks, beneficiary, death claim of Daniel E. Sparks, deceased, late member of Div. No. 537, Holyoke, Mass.; cause, Shock—Cerebral Hemorrhage.....	800.00
Helen M. Spinney, beneficiary, death claim of Edward S. Spinney, deceased, late member of Div. No. 238, Lynn, Mass.; cause, Strangulated Hernia.....	800.00
Marion B. McNamara, beneficiary, death claim of Thomas F. McNamara, deceased, late member of Div. No. 623, Buffalo, N. Y.; cause, Chronic Nephritis.....	250.00
Mrs. Mabel Berry Hayden, beneficiary, death claim of Emmet T. Hayden, deceased, late member of Div. No. 125, Belleville, Ill.; cause, Diabetes.....	700.00

Isabel Montgomery, beneficiary, death claim of Robert Montgomery, deceased, late member of Div. No. 388, Newburgh, N. Y.; cause, Chronic Endocarditis.....	800.00
Wm. S. McClenathan, secretary-treasurer of Div. No. 308, for beneficiary, death claim of Jack Senesen, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Pulmonary Tuberculosis.....	800.00
John Franciskovic, power of attorney for beneficiary, death claim of Tony Mikulich, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Acute Dilatation of the Stomach.....	700.00
Mrs. Anna Zeien, beneficiary, death claim of Thomas Zeien, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Influenza.....	250.00
Mrs. Harriet Behn, beneficiary, death claim of Harold Behn, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Tuberculosis.....	150.00
Disability Benefits	
John DeJerald, member of Div. No. 215, Wheaton, Ill.; cause, Collision on Yorkville line while in performance of duties as motorman on one of the cars, causing both feet to be taken off above ankle.....	800.00
Alfred Buron, member of Div. No. 790, Montreal, Quebec; cause, Head-on collision of two tramways on suburban line on a foggy morning causing loss of all toes on left foot and two toes on right foot, also other injuries.....	250.00
Old Age Benefits	
Henry Hermann, member of Div. No. 194, New Orleans, La.....	800.00
John Klutz, member of Div. No. 256, Sacramento, Calif.....	800.00
George W. Butts, member of Div. No. 241, Chicago, Ill.....	800.00
Joseph Dreis, member of Div. No. 241, Chicago, Ill.....	800.00
Total.....	\$50,073.83

IN MEMORIAM
By Div. No. 900, Highwood, Ill.

Whereas, God in His wisdom and loving providence has seen fit to suddenly take from our midst, Brother Peter C. Sorenson, in whose death we have lost a true and loyal member and a faithful companion, and his family, a loving husband and father, and while we know that words cannot alleviate the grief it will be a consolation for the family to know that faithful friends and brothers offer their sympathy; therefore, be it

Resolved, That we, the members of Division 900, Amalgamated Association of Street and Electric Railway Employees of America, extend our heartfelt sympathy and consolation to the bereaved widow and children; and further, be it

Resolved, That as a token of respect for our late brother, we drape our Charter for a period of thirty days, that a copy of these resolutions be spread on the minutes of our meeting, a copy forwarded to the bereaved widow and that a copy be furnished to our official journals **THE MOTORMAN AND CONDUCTOR** and "The Union Leader" for publication.

May 1.
ARTHUR F. E. KJELLQUIST, President.
HERBERT L. MEAD, Rec. Sec.
EDWIN S. RINGBERG, Fin. Sec.

By Div. No. 702, Canton, Ohio

Whereas, Almighty God in His infinite wisdom has seen fit to remove from our midst, our esteemed and beloved brother, R. M. Skelley, in whose death we have lost a true and loyal member; and while we know that words cannot alleviate the grief of the beloved widow and family, yet we feel it will be a consolation for them to know that faithful friends and brothers offer their deepest sympathy in this dark hour of affliction; therefore, be it

Resolved, That we, the members of Local Division 702 of the A. A. of S. & E. R. E. of A., in regular meeting extend our heartfelt sympathy and consolation to the bereaved family of our late brother, R. M. Skelley; and, be it further

Resolved, That copies of these resolutions be spread on the minutes, and published in the **MOTORMAN AND CONDUCTOR**, and a copy be sent to the bereaved widow. Committee on Resolutions.

May 3.
E. C. STEBLER, Sec.
H. E. BINN,
G. D. SHURT.

By Div. No. 765, Montgomery, Ala.

Whereas, God in His infinite wisdom saw fit to remove from our midst, on the morning of March the eighth, nineteen hundred twenty-three, our friend and co-worker, William R. Blocker who was a faithful and efficient member of Division 765 and held in highest esteem by all members; and

Whereas, by his death, Division 765 lost a faithful and loyal member, and his wife and children, a loving husband and father; therefore, be it

Resolved, That the members of Local 765, Amalgamated Association of Street and Electric Railway Employes of America, extend to his wife and other bereaved ones, our sincere sympathy in this bereavement, and trust that they will bow to the will of Him who doeth all things well. And, be it further

Resolved, That as a tribute to the memory of our departed brother, the Division charter be draped in mourning for thirty days as a token of respect and that copies of these resolutions be transmitted to the bereaved widow and children, placed on our minutes, and published in the MOTORMAN AND CONDUCTOR.

Attest: J. O. TOWNSENT,
Recording Secretary.

By Div. No. 169, Easton, Pa.

Whereas, Almighty God in His infinite wisdom has seen fit to remove from our midst our esteemed and beloved brother, Harry Elwood Kiefer, in whose death we have lost a true and loyal member; and while we know that words cannot alleviate the grief of the beloved widow and family, yet we feel it will be a consolation for them to know that faithful friends and brothers offer their deepest sympathy in this, their dark hour of affliction. Therefore, be it

Resolved, That we, the members of Local Division No. 169, Amalgamated Association of Street and Electric Railway Employes of America, extend our heartfelt sympathy and consolation to the bereaved family of our late brother; and, be it further

Resolved, That copies of these resolutions be spread upon the minutes, and a copy sent to the bereaved widow and published in the MOTORMAN AND CONDUCTOR.

WILLIAM MCCRAY,
WALTER PURDY,
GEORGE BEEMAN, Com.

By Div. No. 107, Hamilton, Ont.

Whereas, It has pleased Almighty God in His infinite wisdom to remove from our midst our beloved brother, Byron Hoover; therefore, be it

Resolved, That we, the members of Division No. 107, A. A. of S. and E. R. E. of A., extend to the bereaved widow and family, our sincere sympathy in this dark hour of affliction, and, further be it

Resolved, That as a tribute to the memory of our departed brother, the charter of Division 107 be draped in mourning for a period of 30 days, and that a copy of these resolutions be forwarded to the bereaved widow and a copy be entered upon the records of this Division and published in the MOTORMAN AND CONDUCTOR.

Attest: JAMES MCILWRAITH,
President.
W. F. CLARK,
April 23. Recording Secretary.

By Div. No. 103, Wheeling, W. Va.

Whereas, Our Heavenly Father has caused a shadow to fall across our pathway, and sadness to fill our hearts, we look to Him for guidance and help, for comfort, wisdom and strength and all that is needful that we may properly realize the shadow that has fallen, and that all possible may be done for him who as one of our members has been called away from us, in our Brother James P. Rafferty. He was faithful in his duty to his fellow worker and to his employer on the city railway. Therefore, be it

Resolved, That we do not forget the friends and loved ones bereaved, and the home of our stricken brother. May Thy blessing, Oh Lord, and the consolation of Thy spirit and grace, which never fail us, even in darkest night, and in the deepest sorrow, be with us. Thou art ever present with Thine eye upon us, and Thy ear to the cry of the needy. So hear us and answer in accordance with our need, and in the abundance of Thy wisdom, love and power we ask it in Jesus name and for His sake.

Resolved, That a copy of these resolutions be forwarded to the bereaved family of our late brother; that they be spread upon the Minutes and published in the MOTORMAN AND CONDUCTOR.

WM. N. KITSON, Chairman,
WM. J. MYLES,
T. A. SWAIN.

By Div. No. 859, Decatur, Ill.

Whereas, Almighty God, in His infinite power and wisdom, has seen fit to remove from our midst, our esteemed and beloved brother, John A. Thorpe, in whose death we have lost a true and loyal member and faithful companion and his family, a loving husband and father; therefore, be it

Resolved, That the members of Local No. 859 of the A. A. of S. and E. R. E. of A. in meeting assembled, extend our heartfelt sympathy and consolation to the bereaved family of our deceased brother; and, be it further

Resolved, That in token of respect for our brother, we drape our Charter for a period of thirty days; and that a copy of these resolutions be sent to the bereaved family; a copy sent to the MOTORMAN AND CONDUCTOR for publication; and a copy of the same be spread upon the minutes of this meeting.

RUSSEL H. STUART, Pres.,
O. O. HOFER, Fin. Sec.,
EDWARD DAVIS, Rec. Sec.,

Dy Div. No. 568, Erie, Pa.

Whereas, Our Heavenly Father has seen fit to remove from our midst, our beloved brother, Jonas Heintz, who in his long illness and suffering, was called to the Almighty God, in whose death we have lost a true and loyal member, and his family a kind and loving father and husband; therefore, be it

Resolved, That we the members of Division 568, A. A. of S. & E. R. E. of A. in regular meeting assembled, extend to the bereaved family, our heartfelt sympathy, in this, their dark hour of affliction

Resolved, That as a tribute to the memory of our departed brother, our charter be draped for thirty days, and that copies of these resolutions spread on the minutes of this meeting, a copy sent to the bereaved family, and a copy sent to the MOTORMAN AND CONDUCTOR for publication.

Attest: HARRY SOLOMON,
Business Agent.

March 15, 1923.

By Div. No. 238, Lynn, Mass.

Whereas, Our Heavenly Father has seen fit to remove from our midst, Brother Edward Spinney.

Whereas, We bow in humble submission to Him who knoweth best, yet we feel it will be consoling to his family, to know that faithful friends and brothers extend to them their deepest sympathy; therefore, be it

Resolved, That as a mark of respect for our departed brother, we drape our Charter for a period of thirty days; that a copy of these resolutions be sent to his family, published in the MOTORMAN AND CONDUCTOR, and entered on the records of our Division.

B. P. SIMPSON,
P. J. MURPHY,
P. CORCORAN,
Resolution Committee.

March 6.

By Div. No. 381, Butte, Montana

Whereas, It has pleased Almighty God to remove from us by sudden death, our beloved brother, Joseph Page, again bringing to our minds the uncertainty of life; and

Whereas, We bow in humble submission to Him who knoweth best, but feel that it will be consoling to his immediate family to know that faithful friends extend to them their deepest sympathy.

Resolved, That as a mark of respect for our departed brother, we drape our Charter in mourning for a period of 30 days; that we extend sincere sympathy to the bereaved family; that a copy of these resolutions be forwarded to the family of the late brother in this hour of sadness; and that they be published in the MOTORMAN AND CONDUCTOR; and entered upon the records of this Division Association.

Attest: TIM. KEARNEY,
Recording Secretary.

May 1.

By Div. No. 280, Lowell, Mass.

Whereas, Almighty God has removed from our midst, our beloved Brother Dennis Galvin, again calling to our minds, the certainty of death; and

Whereas, Our late brother was a faithful member of our organization, loyal to his co-workers and a conscientious employee; therefore, be it

Resolved, That as a tribute to our late brother, we drape our charter for thirty days, wear black bows and extend to the bereaved family, our profound sympathy;

Attest: PATRICK FULL.

THOS. F. BOYLE, Chairman
MICHAEL MCGOONAN,
WM. SPOULE, Committee.

Edited by Local Division Correspondents



THE GREEK THEATRE- OAKLAND, CAL.

One of the inviting points visited by Pacific Coast tourists is the Greek Theatre and its enamourable surroundings.

AN EYE-OPENER

Portland, Ore.—Here is an eye-opener for the Amalgamated: Division No. 757 comes through with an agreement signed to continue until April 30, 1924, with a raise in wages of 2½ cents per hour for laborers. This makes their day wage for 8 hours, an even Four Dollars.

Everybody is smiling and looking forward to greeting our Brother Delegates enroute to the first Amalgamated Convention held on the Pacific Coast. We are to show our Eastern Brothers a real city and a first-class, up-to-date street car system with a bunch of world-renowned, polite and heady platform men. Brothers, this is not very strong, but if you have any doubt, ask G. E. B. Member Edw. McMorrow or Vice-President Bill Fitzgerald. They will make it stronger. Be sure and have your delegates stop either coming or going and we will show them a real Western welcome and what not.

March 28, Division No. 757 gave a boxing and wrestling smoker at the Labor Temple Auditorium. It was attended by about 800 people, a third of whom were ladies. It was a pronounced success as was the succeeding one held in April. We found good talent in each barn division. Honors were equally divided. Credit must be given to Brother Knudson for the showing he made with a professional, and the belief prevails that had he not broken his hand, we would have gathered in the Simeleons. Savier Barn has some good scrappers and Ankenny Barn has a few. We all agree that the real fighters are to be found at Sellwood and Piedmont.

While Brother Bill Cooper had cold feet, we are of the opinion that he is a wise old owl. He certainly would have been a candidate for the sick list after Brother Bob Countryman had finished polishing him in a 24 foot ring. Nuf sed. Credit is due Business Agent Bill Boyle and his committee in staging the affairs.

We notice Brother Bill Prendregast is the brains of the Sunnyside School site.

Brother Leppert is the same old kid. Glad to see you at the meetings. Keep coming and bring the gang.

Brother Hunt has joined the traffic aides. Come over to Piedmont and see how we wash cars. You know.

Someone stole a piece of rail from Brother Beatty, night teller at the Piedmont Barn. No clues. Suspicion pointed to Brother Al Stein the Sherlock Holmes of Piedmont. He was downcast, one dark, stormy night when he spied our present P. S. and our former R. S. totting a 30 ft. rail from the junk yard. The culprits, believing in the teachings of the Good Book were returning it in 10 fold quantities. Brothers Stein and Beatty are not leaving any loose street cars or anchors setting around.

As the smelt run is now on and the salmon are biting, we are putting up the fish for Winter use, and the boys are all busy. Div. No. 757 is doing some-

thing day and night—fishing contests, pool tournaments, baseball between the four barns keep us on edge all the time. Even Financial Secretary Barrick is learning a new jazz five step. It is good and Brother Coffin is picking up on the checker game. Brother Neal giving him the five points.

Brother Starr is entering the hen business with prospects of a chicken dinner occasionally by avoiding derailling. Good luck, Jim.

Brother Joe Botsford is radio casting with Brothers Harry Short and Frank Perry.

Brother Jim Berry of Savier is getting thinner day by day. But he can always hand out a line of insurance talk.

—Pop.

PRESIDENT BAKER ATTENDS MEETING

La Crosse, Wis.—At our first meeting in April, Division No. 519 was visited by International President E. E. Baker of the Retail Clerks, who happened to be in this city at the time. He gave a very interesting talk and said much in praise of our Association, and especially Int. President W. D. Mahon. Stop and think brothers, an International President of another organization stays up until three A. M. to talk to us and a scant one-fourth of our members came up to hear him. Those who did come surely went home well pleased and Division No. 519 wishes President Baker of the Retail Clerks the best of luck.

President J. J. Virchota of the Trades and Labor Assembly, at our recent election, was elected Mayor of this city. This is another boost for labor.

La Crosse will now have a chance to get facts before the public. We have a new paper called the Labor Herald. Subscription is One Dollar per year. Of course, every street car man will subscribe for this paper and urge others to do the same.

The bowling season of 519 recently closed. Singularly, the biggest honors went to the smallest man—Brother Woodruff. Brothers Hundt and Selbo, two of our largest men came in for second and third prize respectively. Each received a watch fob from the company.

If street cars were run with hot air, we would have strange competition, but I would bet on Brother Happle. Last Fall Brother Chelders occasioned much talk by shooting a wolf. I heard him shoot a bigger animal than that the other day.

Rumor has it that Brother Selbo is building a garage, contemplating the purchase of a Ford.

Brothers, let's get together and have a better attendance at our meetings. Much depends upon it. Come up yourself, each of you, and bring another with you. Think of what the union has done for all of us, both in wages and working conditions. Unless someone attends the meetings and does the business there would be no union. Keep this in your mind.

—519.

SPRING BRINGS BUSY PERIOD

Atlantic City, N. J.—At our regular meeting of April 19, President Thos. Nash presided. There was a large attendance. More than 40 members were present. President Nash would be pleased if this attendance is kept up throughout the season and even increased. The meeting adjourned at 11 o'clock and all were pleased that they were there.

Brother Chas. Henneman, a member of our Local two years ago, who later went to Pittsburgh and became a member of Division 85, has again returned to us and placed his transfer card with our Local. We are pleased to have him return.

Brother Ireland's matrimonial dash has resulted in an increased appetite. We wish Mrs. and Brother Ireland the best there is in married life.

Brothers Wunder and Geo. Scullin are on the sick list. We are hopeful for their early recovery.

Following a visit of four months in Italy, his native land, Brother Damiano is again on the job. Spring has brought a busy period to Brother Jos. Lovey, who is gardening at full speed.

Brother Clarence Gaits has received the appointment of inspector on the Ocean City Division.

—774.

LONG WINTER ENDS

Franklin and Oil City, Pa.—The long, hard winter is at last over. We had here between 40 and 45 inches of snow. In fact, the ground was not clear of snow from November until March. It meant much to our company, who was constantly fighting snow. We succeeded, however, in operating our cars on schedule every day.

Whooping cough, mumps and measles have been prevalent, but at this writing, none of our boys are sick, although Brothers Fulmer and Eaton are off duty on account of each sustaining an operation. We are pleased to report that they are recovering and will be glad to soon have them back on duty. Last February, Int. Vice-Pres. James Largay was a visitor here. We met in the hall after the cars were in the barn and listened to an address from him. He urged us to be loyal to our Local and to our Company. As one member said to the writer, he spoke as much for the company as for the Local. Following his address, a social hour was spent, during which a lunch was served of cheese and ham sandwiches, and hot coffee and cream. We enjoyed the evening.

Brother P. J. Sanzari is now at home in his new house on West First St.

Brother E. C. Gibson will soon be in his new home in the tenth Ward.

Brother W. J. Brower has constructed an addition to his house.

Brother R. A. Ward is having his house newly painted.

Brothers W. B. Saylor, J. R. Ancher, A. W. Snyder, Albert Marwood and D. O. Hipple have left the service and are employed elsewhere, Brother Hipple going to Montana.

Brother J. S. Coleman recently lost \$12 in change and tickets. He found one penny, which lessened the amount of his loss, but he has our sympathy.

Brother J. O. Berry has been serving as car inspector in Franklin for several weeks on night shift. The combined mileage of all cars during February was 60,000 miles. Only seven accidents resulted within that month. We are proud of this record.

Business is good at this time and indications are for better times in the future. Very few men are idle, who really want to work.

Brother Jacob Sanner, who several months ago sustained serious injuries while fighting fire on one of our cars, is again at work.

The stork left an 8 lb. daughter at the home of Mrs. and Brother H. W. Duncan. They are receiving congratulations.

Jacob Netsel, an employe of our company was recently run down by an auto truck, and is reported on the road to recovery.

Brother W. E. Emery having purchased a fine property on East Second St., Oil City, will be at home there after May 1. He lives with his mother now, and we have no knowledge of who the bride may be. The last wedding of any of our employes occurred in March. Miss Elma Irene Baum took to herself as her husband, Brother Floyd DeLloyd Harriger. They were wedded in the Evangelical Church parsonage by Rev. G. A. Collin. Following the ceremony, a dinner was served at the home of Mr. and Mrs. J. M. Leaser, where covers were laid for eight. Brother Harriger, with his bride, will live in Oil City. He is employed in the Equipment Department. They have our best wishes for a long and happy life.

—Cor. 470.

REARDON AT HARTFORD

Hartford, Conn.—Division No. 425 can again show wide awake leaders who are on the job. A good attendance is experienced at both sessions of our meetings.

At a recent meeting we had with us, one of the able speakers of the General Executive Board, Brother John H. Reardon. His message was enjoyed by those present. "Were you up to the meeting?" "No." "Well you missed it." It's an entirely different story than formerly. The day was, and not long since, when you met a brother and placed this question with him, he would ask: "When?" You would reply, "Yesterday afternoon or evening." Then he would reply, "I forgot there was a meeting." Now meet a brother and ask him, and if he was in there, he will answer, "No, but I am sorry I could not get there. Heard they had a big time, a good speaker and good eats, with prohibition drinks. I won't miss the next meeting." So it looks good for an increase in wages about June 1 when our present

agreement runs out. We have wartime prices, why not wartime wages. At least living wages.

Brother Pat Smith has recovered from a broken leg and is again at work.

Brother Paterson, who was also laid up through the winter with a broken leg, will soon be on the job.

Brother Fitch, due to illness, is not yet able to work, but improving. You can't keep a good man down.

Brother Frank Jordan, at this time, is very low but we hope he will pull through.

Here's for another big meeting.

D. A. B.

LUNCHEONS AT MEETINGS RECOMMENDED

Hannibal, Mo.—Hannibal, the home of Mark Twain and one of the oldest and best towns on the Mississippi River, is also the home of one of the best little Divisions in the Amalgamated Association—Division No. 87. Everything is lovely with us and we have good turnouts at our meetings, so why shouldn't we be happy?

At our last meeting, we were honored by the presence of Mr. Sinclair Mainland, our general manager, who made some choice remarks to the boys, which were well received. Manager Mainland is a good man, and we are always glad to see his smiling face. Come again, boss. After the meeting we partook of a palatable luncheon consisting of sandwiches, pickles, coffee and followed by cigars.

It seems to be a good idea to serve a light lunch after meetings as many brothers are thus led to attend who otherwise might not put in an appearance. Fraternal orders and others do so, why not labor unions?

Vice-President George White is at present in California where he recently went seeking a new location. He was granted a 90 day leave of absence for that purpose. If he doesn't like it, he says, he is coming back.

Our cars formerly dark green are now being painted yellow. Many passengers are led to believe that the Company has purchased new cars.

Not so many on the sick list this time, a fact that we are glad to report.

President Pat Seniff is the Democratic candidate for alderman from his ward. The chief has a hard job on his hands as he lives in a strong Republican community. Maybe his smile will carry him through victoriously. If the ladies' vote can do it, he will win.

Boys, give Brother Jimmie Connell the credit for the good eats last meeting. He was the committee of one.

—Cor. 872.

MEN SHOULD BE ENCOURAGED

Peterborough, Ont.—At the regular meeting of Division No. 622, held April 8, the membership filled the hall and all officers were present. Brother Joe Cruickshanks was very helpful in his business methods with his good humored manner. Brothers who attend the meetings would like Brother Doughty to attend the next regular meeting, as there is a certain item of business coming up concerning him. Soon it will be time for Brother J. Whitworth to take another day off.

Brother P. O'Brien has at last found a soul mate and says other girls will not interest him any more.

Profound sympathy is extended to Brother P. McGrath in the recent death of his sister-in-law.

The boys are beginning to speed up on gardening. Rather tedious but important.

There are three clocks in our city on which we run our cars. One is in the street railway office; another the market clock, and the other is the Canadian general clock. Still we give a ten minute service and run by all three clocks. Of course, there is a difference of from three to five minutes between these said times, but we manage it all right. When it isn't one time it is another.

Brother Jarvis says No. 16 wants to take all near cuts on the way to the city. Sometimes it strikes for the Canadian National Depot.

We attended a mass meeting recently called by our local management, where members were warned of the severity of the rules to be enforced. However, the members of the Association thought it would be of value to the property if the management would render some assistance to the men by supplying better cars to work with. You can always obtain better results by encouraging men than by finding fault with them.

—622.

THE VOICE OF SIX-SIXTY-THREE

St. John, N. B.—After a severe Winter, we are still standing firm, like the Rock of Gibraltar, observing our obligation. We are starting our 23rd month of the lockout, but things are looking much brighter for us. Most of the people who are forced to ride the street cars are complaining of the poor service, and are wishing for the two-man system and the union boys back on the job.

The Hydro will be ready for the distribution of power June 1, and the power company is doing everything they can to delay the city fathers, as they know what Hydro means to that company.

We held our ninth anniversary Tuesday, April 24. A smoker and a short program was enjoyed. President Ira D. Ferris gave us a fine address on the Birth of our Local, the principles of labor, and the present lockout. Brother Moore spoke very encouragingly to the boys and gave us a recital of "Two Union Men and Their Deeds." At 10 o'clock we were surprised by the arrival of some of our wives with baskets containing ice cream, cake and other refreshments. Tables were quickly laid and all were soon enjoying a repast. Brother Morley holds the record for eating ice cream, although Brother Morrow was a good second. Brothers Campbell and McFarlan were so shocked with the surprise of the appearance of our ladies that they were afraid to come to our regular meeting, held the following Thursday.

Sincere sympathy is extended to Brother Winslow Colwell who suffered injuries from a recent accident.

The Voice of 663

Union voices now are calling, as a mother calls her son,

We are coming, gladly coming, answering one by one. Union's need is urgent, we must go at duty's call. And bravely fight for unionism, the freedom of us all.

Union stands for freedom, liberty and peace. Her strike and grievances she gladly would lay down. But deadly foes are threatening, they would her sons enthrall.

So we must fight for unionism, the freedom for us all.

From the street cars we are coming, from the East and from the West.

With loyal devotion for the union we love best. Foes shall ne'er triumph. Boys, 663 must not fall. So bravely we must fight for her, the freedom of us all.

—COR.

NO OTHER SOCIETY COMPARABLE

Springfield, Mass.—The April meeting of Division No. 448 was all that could be desired both in attendance and the spirit in which the business was transacted. It was encouraging to the Officers to see so many old members present.

It is about time that there should be an awakening and that the members, both young and old, should realize that it is a duty they owe the organization to set aside one evening—the third Tuesday of each month—to attend the regular meeting of the Division. Why is it that some of our members scarcely ever attend a meeting and yet the same men are very regular and prompt when it comes to attending the meetings of the other societies that they belong to? How much can the other societies do in bettering the conditions under which we labor and in protecting us from any injustice that might arise during the course of our employment? What are the other societies paying for sickness and accident claims, also for Funeral Benefits? I am sure that there is no society in this city can compare with our own when it comes to caring for members in sickness and distress. For the past four months we have paid in sick and accident claims, \$1,821.00 and for Funeral Benefit claims, \$2,800.00, a total for sick, accident and Funeral Benefit claims of \$4,621.00. For the same period we donated to members \$478.00. Paid one member \$18.00 per week—a total for four months of \$306.00. We paid for Floral Tributes and Funeral Expenses, \$191.02. This shows that we paid for the past four months a total of \$5,596.00. Just figure it out for yourself and you will be convinced that your membership in Division 448 is your very best investment.

We are going to have a live Baseball Team this summer if the plans of the Committee who have same in charge materialize. Brother Michael Pessini manager, would like to hear from Holyoke, Pittsfield, Worcester, Hartford and New Haven in regard to arranging a series of games for the season.

Our spare men beginning May 1st were given

seniority in the work that they are required to do. The oldest spare man will get the best work open each day and the men at the bottom of the list will get the less desirable work. Prior to this time, the work rotated each week in groups so as the youngest spare man in the service shared equally with the oldest. Of course this arrangement does not meet with the approval of the men at the foot of the list and as usual, when there is any dissatisfaction, it encourages the "knockers" in trying to create discord. We have a few men who are constantly finding fault with the work of the organization and the Officers of the Division. These men carry on their work in the car barns and on street corners. They scarcely ever attend a meeting. I am sure the Officers of the Division would be very glad to have these men attend the meetings and to have them state openly what they are whispering in the car barns. It would be the manly thing to do as it would afford an opportunity for a reply. If such practise is persisted in, the suspicion already created will become well founded that there is a motive back of it all.

The Westfield Boys held their Concert and Ball Easter Monday and it was a very enjoyable affair. A great deal of credit is due the committee, especially Executive Board Member LaBrecque who has demonstrated many a time that he is a tireless worker for the cause and a very successful one. Credit is also due Brother Woodworth for the success that he made of the advertising souvenir. It goes to show what smiles and a cheery countenance added to real ability as a salesman can accomplish. The proceeds of this affair will be over \$300.00. This, added to the amount made on the Springfield Concert and Ball and advertising, will make a total of over \$4,000.00 for our sick and disability Fund.

The next meeting will be the third Tuesday in May. Show by your presence that you are interested.

—448.

REPORTED GOOD ATTENDANCE

Mansfield, Ohio.—Division No. 389 can report a good attendance at our March meeting. Our agreement expires June 1, and, of course, it was up for discussion. It will be passed upon at our April meeting. The report of our delegates to the Trades Council was very much appreciated.

Brother James Bader is resigning from the service here and his resignation leaves a big gap in our ranks. He was a faithful member and an efficient officer of the Local, always in attendance at meetings. We wish him success at his new work.

Brother Rufus Hale seems to be seeking an endurance record. On a recent trip to Shelby, he ran away from his conductor and made fully one of the 12 miles before informed that he was without a "con." Must have been something on his mind.

When Brother Joe Blackman takes the notion he simply hangs out a note on a hand block to tell the trainmaster that he is going for good this time. That's speed.

We held another meeting recently, called by the company, at which the manager spoke and gave us many good points and ideas. We are to have a new Book of Instructions. Mr. Blunk thus styles it. He doesn't like the name "Rules." Maybe a teacher used some on him some time. Just what hurts our feelings most is the information that the company is not making money here at this time and we are approaching July, too.

—389.

TAKE ALL HONORS

Montreal, Que.—Our power plants and overhead and construction departments, with the aid of the official staff, have completed the second half of our bowling series. William Street Power house Team did better than in the first half. Hochelaga Power house team tried hard for first place and won the last place on the team. Cote Street team took all honors for the Season. Let's hope that the William Street team will do better next season. Why don't the boys at Cote St. Station show us how they do it? We would be pleased with their help.

Brother Clarence Edgar is off sick. We hope he will soon again be with us. We hear much about a brunette who is also interested in him. Brother Edgar might explain this. Anyhow his speedy recovery will overjoy the boys of the power plant, as well as the brunette.

—P. H. 790.

JENNINGS WILL ASSIST IN ARBITRATION

Brantford, Ont.—We are still in the scrap for better conditions. We approached very closely to a strike to obtain a board of conciliation to consider the wages and working conditions we had presented to the city commission. I am glad we succeeded without effecting radical conditions. Our boys are entitled to much credit for their steadfastness and courage in the face of this trouble. We were able to show the commission that we were 100 per cent in this matter. We were very ably assisted by Fourth Int. Vice-Pres. Wm. P. Jennings. We will not forget good, old Bill in a hurry. He is to come back again when our board sits. Our Executive Board also worked hard. We feel sure Brother Jennings will give them a good reputation. Your correspondent wishes to apologize if he has injured anyone's feelings through the MOTORMAN AND CONDUCTOR.

Brother Walter Jones, our dancing expert, found last month that his hat does not fit him properly. He can explain why.

Brother Bill Arthurs is still smiling over the way the Shanty man acted after derailing him on Morrell St.

Recently Brother Joe Cross' car took a nose dive down Paris Hill. It took Joe two or three days to get over it.

Rheumatism is again with Brother John O'Connor. Brother John Steves has joined his father in Buffalo. We are sorry to see him go. He was a good worker at our picnics.

Vice-President Bill Oliver has gone to Detroit. He misses our smiling faces. We hope to see him again soon.

Brother Sandy Wilson is again with us. He is working under Brother J. Cuddaheh, our genial track foreman.

Brother Joe Harper is busy pouring oil on troubled waters. I mean pouring oil in the derail pipes.

Brother Toby Mason agrees that one-man cars in Brantford will make anyone smile.

Now, boys, keep a stiff upper lip. We have a good way to go yet. Remember what Bill Jennings told us. We are solid to a man since his visit. Let's stay that way. Be union men and brothers first, last and all the time. Let's get out to the meetings regularly and help the officers who are doing their level best to help us.

—FAIRY, 685.

A PROGRESSIVE LOCAL

Clinton, Iowa.—Division No. 911 has been very progressive since the Local was organized, and we are still 100 per cent organized.

Some of our boys are complaining of the strain on their eyes from watching out for the Fords. Keep your lamps on the rail, boys, and you will avoid many accidents.

A good story: Ash Bill on the 5:45 A. M.

At our last meeting we moved to stimulate courtesy. Courtesy cannot be installed by hanging a neatly framed sign in the car. It must be exercised by the boys themselves. Courtesy is the genuine desire to be pleasant to others—to help smooth the pathway of others. Don't worry about what the book says. Try to live within the practical application of the Golden Rule. Grin and don't shove. Put yourself in the other fellow's place. You will find that courtesy will absorb the shock that is tiresome.

Brother Jack Boger has entered the grocery business on Main St. and making a specialty of handling union made goods. Your patronage is requested.

Little Chirp recently attended the Society Circus at the Coliseum and spent most of the time dancing.

The boys took their new runs the 15th of April. Now they are all satisfied and open for Summer work.

Division No. 911 will send a delegate to the Iowa State Federation of Labor Convention to be held at Fort Madison May 14.

Our Company is placing on some new extra men, which will give the boys a chance to go fishing. We are always glad to take in any new worthy brothers.

A few days ago Brother Geo. Lord, the old time popular motorman, visited a dentist and had a badly ulcerated tooth extracted. While awaiting a car for home and feeling a little faint from his experience, he called a cab and before it arrived, collapsed on the sidewalk. The streets were crowded and willing hands immediately extended what aid they could. As George opened his eyes, a well dressed lady crowded through the ring of humanity surrounding him, took one look at the prostrate

figure, sniffed diffidently, and turning away, exclaimed: "Too much hootch." It shows what is on the minds of some people, even in these Volstead days.

—911.

WILL SEND DELEGATE

Springfield, Mo.—Our regular meeting held in April, was well attended. The important subject under discussion was the raising of money to send a delegate to the National Convention. An ice cream social was suggested. As there were but about one-third of the members at the meeting, we will take the subject up at a later meeting when we expect all members available to be present.

Brother D. F. Alexander was recently bitten by a dog. The next day the dog died. This is the second time Brother Alexander has been bitten by a dog, within a year, with the same result.

Brother Fred Buchanan sure April fooled the boys and also the company by working April 1.

Brother Tom East is to have a new daughter-in-law soon. Junior East is spending his evenings regularly on the Boulevard.

Following some one year of absence from the company, Brother Shelley has returned and has cleaned up the office and motormen's room. Thanks.

Brother Joe Mink is working in the barn nights. He is about to be placed back on the board.

Rain resulted in Brother Charlie Ross getting out when he was far down on the board.

Brother J. M. Gilbert has again returned to work succeeding sickness in his family.

Brother Joe Hart recently took a day off to give his mother an auto ride. He was later seen in company with a nice young lady. The boys are all for Joe Hart.

Brothers A. B. Stubblefield, D. H. Morris, D. F. Ferguson, B. W. Vaughn, recently enjoyed a fishing trip on White River. They have not yet compiled their stories.

Brother B. W. Vaughn won first prize for selling the greatest number of weekly passes. Sales of weekly passes are on the increase. They are a good thing for the company, as well as the public. Indications are that the company will be required to put on more cars.

Brother A. Herman is seen on a night run.

Brother W. J. Mackey and little daughter Louise Elaine have recovered from sickness.

Brother Earl Thompson recently visited his parents. He is working on an interurban at Pitcher, Okla.

Brother B. E. Highfill has recovered from a recent operation.

Brother H. L. Lorange is working in Mr. C. H. Copley's office. He can make the typewriter hum.

Brother L. E. Luck, when he marries the school-ma'am, alleges he will quit streetcaring.

Brother W. J. Mackey was liberal with his candy April Fool day.

Brother Frank Ross has recovered from sickness.

—691.

BENEFIT FEATURE HELPFUL

Little Rock, Ark.—Division No. 704 had a very interesting meeting April 26. The attendance was good at both sessions. Our Executive Board reported from a conference with the company officials and the prospects of signing a new agreement were very favorable.

Brother B. H. Holland, off duty for some seven months, is at Hot Springs, taking baths for his health.

Brother H. V. Redmond is slowly recovering from sickness.

Our sick benefit feature has been helpful to many of our brothers since it was instituted, but there are less sick now than at any former period. We are planning to celebrate our seventh anniversary and hope to be favored with a visit by our International President W. D. Mahon. Our company officials will also be invited.

Former Recording Secretary E. A. Evans has a very busy year before him. The Central Trades and Labor Council has elected him president. The Central Body entertained the visitors to the State Federation Convention held in this city beginning the week of May 7.

Our employing company is now known as the Arkansas Central Power Company. It was formerly known as the Little Rock Railway and Electric Co. It continues under the same management.

—296.

EVERY TRAIN MAN WEARING BUTTON

Plainfield, Ill.—Division No. 577 held a meeting the first week of April and elected officers for the ensuing year as follows: President, A. H. Rhodes; vice-president, Geo. Starr; secretary-treasurer, Geo. W. Russell; conductor, Wm. Craig; warden, Chas. Weibel; sentinel, H. Brinckhoff; correspondent, Geo. Trent.

Brother A. H. Rhodes is on the sick list.

Brother Geo. Starr's youngest son is sick with the measles. He is improving.

Brother Paul Lissidra has moved with his family from James St. to a cottage in Electric Park and Brother Wm. Craig has moved from Main to Division St.

Brother H. Brinckhoff is working the one-man car on the day shift with Brother Louis Keeley on the night shift.

Brother Chas. Gibbs is now night foreman at the A. P. & J. Railway Shops at Plainfield.

Brother G. W. Russell is acting Chief Dispatcher while the Chief Dispatcher is off sick.

Brother R. A. Beebe is again at work after recovering from recent illness.

Brother Louis Peer has made big improvements on his residence on Lincoln Highway.

Brother John Rauch is recovering from a severe fright received when the car he was motoring broke a rear truck axle.

At our meeting of April 1, we took in seven new members with one additional on May 1. Every trainman on the A. P. and J. is now wearing a union button and carrying a card, a condition we are going to maintain on this electric railway system. —557.

PREPARING TO BUILD TEMPLE

St. Louis, Mo.—Division No. 783 is pleased to report a healthy condition of affairs in and around St. Louis. We are having well attended meetings of our Local, and obligating large classes at each meeting. Our grievances are very small and our president and business agent say that were it not for the White Mule and air hose getting loose now and then they would be at a loss for something to do. Let us hope the White Mule becomes less and less in evidence, until he entirely disappears.

At our meeting of April 9, President R. T. Woods of the State Federation of Labor was present and gave us a very able address. He paid us a glowing compliment and extended his thanks to us for assistance rendered the Federation. He explained the difficulties of the Federation in the last legislature in its endeavor to obtain advanced laws. They forged ahead, however, and got through some beneficial labor laws. He urged our continued co-operation. We also had with us General Executive Board Member Edw. McMorro, who had been away so long that he was almost a stranger in this neck of the woods. He had just come in from Memphis where a settlement had been made. A committee of 12 of our best men were appointed to get things ready to call upon our company and talk matters over for a new agreement.

President R. B. Armstrong and Financial Secretary L. A. Graesser, by order of Division No. 788 have negotiated a contract for a lot on which we expect to build a Temple. They report progress. —788.

MEMBERSHIP STEADILY INCREASING

Ottawa, Ont.—The past few months have seen more sickness among our members than ever before during the history of the Division. Fully thirty per cent of the members were sick during the epidemic of the past winter. On one day during the month of January, seventy-five members reported sick. Our Sick Benefit Fund has been hard hit. Each month more than twice the amounts received for dues has been paid out to members in Benefits. The eucches held on February 21st and 28th to assist the Benefit Fund were a great success. Over \$150 was realized. This has enabled us to carry the added burden and with changing weather conditions should improve. Fortunately, most of the sick members are on the way to recovery.

We regret the untimely death of Brothers Prevost and Ford, young men in years. To the bereaved families is extended our deepest sympathy.

Again we are entering into negotiations leading to a renewal of an agreement. We hope there will be less delay than last year. Our experience with Boards of Conciliation have not led us to have a great deal of confidence. Their decisions have been

dissatisfying. Boards are for the most part one man courts and the Chairman is not always a disinterested party. Boards of Arbitration are no place for political patronage and because a professional man is an asset to a political party should not warrant his appointment as chairman of a Conciliation Board just for the remuneration which he receives, for when such is done, it encourages corporations to contribute freely to the campaign funds of a political party, with the knowledge of its interests being considered and unfair decisions rendered. The many recommendations of the Board of 1922 have never been considered by the employing company and no effort made to make any changes. There is an object at the back of all this and cannot remain unseen. We as an organization cannot be a party to any such move.

What has resulted from all the promises made at the meeting at 103 Bank Street prior to the elections of 1922? While Controller Balharrie has never professed sympathy to labor, his warnings at that time seemingly have proven their worth.

Once more we are endeavoring to establish the eight hour day on this system. It can be done with very little addition in the operating costs. But there seems to be no willingness on the part of the Company to concede this. Other cities have adopted it and why not Ottawa?

Our membership is steadily increasing. An effort put forth by all of the members could make it 100 per cent among the service men and almost that in the other departments. We are regaining strength and now let us regain spirit. Determination is the only way to accomplishments. Let us develop the spirit. As we are improving in membership, so in finance. With the return to work of many who have been sick, we can expect to see the back cards taken up. We have been in rather bad straits during the past few months but we are improving. Get the habit, "A paid up card, an up to date button and full attendance at the meetings." —279.

ELEVATED STRUCTURE CONDEMNED

Kansas City, Mo.—The street car situation in Kansas City, is the same as it has been during the past two years. The cars are still being operated by non-union men and women, but we believe that before two more years pass, there will be a different story to tell.

The Elevated structure in Kansas City has been abandoned because it had become unsafe. Plans are now being drawn to rebuild this structure, which is the main artery of street car traffic between Kansas City, Missouri and Kansas City, Kansas.

The franchise of the Company has expired in Kansas City, Kansas, and will have to be renewed in the very near future. We hope that the citizens of Kansas City, Kansas will profit by their mistakes in the past and see that the new franchise is one that will protect them, and then see that its provisions are lived up to.

Kansas City will not be financially able to send a delegate to the Convention at Oakland, but we hope that the delegates there, will think of us. We can assure you that we will be there in spirit. We would be glad to have any of the delegates that pass through Kansas City, while enroute to the Convention, stop over here and visit with us. —LOCAL 764.

NEW STAFF OF OFFICERS

Guelph, Ont.—I can report that the staff of officers for Division No. 796, who are piloting the good ship through the year 1923, is comprised as follows: President, Frank Simpson; vice-president, Morris Scott; recording secretary, R. W. McRae; financial secretary, Ed. Oakes; treasurer, A. J. Man; Conductor, Fred Whetstone; warden, N. Gooding; sentinel, Ed. Cann; auditors, R. Britton and K. Whetstone.

Brothers Frank Simpson, John Ruthnel and R. Britton are on the sick list. We wish them a speedy recovery.

Brother Bobby Britton is in the hen business. Brother Freddy Whetstone and an estimable young lady of our community were recently married, and they have our best wishes for a long, happy life. There is hint that something like that will happen to Brother Cecil Man. He is seen on his way to the St. Joseph Hospital nearly every night. Also Brother Ed. Oakes and John Smitzer are yet single.

Brother Joe Hennel, according to the College girls, makes a fine appearance. —796.

MEN TAKING OTHER JOBS

Kalamazoo, Mich.—Business is booming in all factories and industries in this city. Paper mills are an important factor. We are losing many of our men as the wages are much better in all other branches of work and they are taking advantage of the higher wages.

Brother Wm. Winingar's father recently passed away into the Great Beyond. We of this local extend sincere sympathy to Brother Winingar and the bereaved family.

Our Joint Advisory Board, of which Fred Hamlin of Division No. 245, Jackson, is chairman, and James E. Merrill of Division No. 333, Battle Creek, is secretary, has submitted to the manager of our company, proposed wage increases sorely needed by our members and the Board is now in conferences upon the subject. In these matters we are always put off until the last minute, and of course we will very likely not know the outcome until the first of June. Our wage at present is not sufficient to keep a family the way it should be kept. Things are higher in proportion to our wages today than they were during war time. We have sustained two cuts in wages since 1920 and it is time that it should go the other way.

We are running base ball extras to the Park daily. The opening game was played May 1. It was largely attended. More than 6,000 witnessed the game that resulted in the defeat of our home team. Our team also fell before the Saginaw team by a score of 10 to 6. Judge Landis of Chicago was present. The raising of the flag and Judge Landis were given a great ovation by the citizens of Kalamazoo. A banquet was held in the Masonic Temple in Honor of Judge Landis, in the evening. He was very much pleased with our city and upheld baseball as the cleanest sport in the world.

Brother Joe Seeley has been promoted to commander of the Superintendent's double truck safety one-man car. The only one of its type in operation in this city. All others are of the single truck type. Brother Seeley is on Patterson St., running from the center of the city to the north factory district. This is the best paying line in the city. We have not decided yet whether we will have uniforms gold or silver.

President Harry Hope went angling for trout the first of May. The sport is chronic with Harry. I don't know what he gets out of it, as he seldom gets any fish.

Frogs don't hollow like they formerly did, and for this reason it doesn't seem like Kalamazoo of other springs. This is no joke. Formerly we wished the frogs would croak.

—ROSEY.

ANNUAL BALL WELL ATTENDED

Halifax, N. S.—Our annual Ball held April 9th in the Masonic Hall was the best in the history of our local. Credit is due to our dance committee and their assistants who strived to make it one grand success. Every one connected with 508 was there, the lame, the halt, and few of the almost blind to partake of the most delicious cake ever made by the wives of the local. Tubby Hall made the sandwiches and they all ordered more coffee when they heard Kearns made it. Brother Crocker acted as waiter in a most creditable manner. We overheard some one say that he looked like the Prince of Wales. Brother Henderson was toastmaster and a few appropriate remarks were made by Manager Weston, Superintendent Smith and Controller Blackett. Brothers Ramsay and Herriott were busy waiting on the guests. We noticed Brother Fader in the corner laughing just the same as when he was married. One familiar face was conspicuous by his absence. Brother Dwyer ran true to form except that he did not dance until after midnight. We all benefited in more ways than one in that grand night.

Our boys regret the retirement from service of Brothers Green, Doucett and Barclay.

Brother Rafuse has returned from the hospital after under going an operation for appendicitis.

Brother Canfield has presented Brother Dwyer with a new alarm clock.

When you come to our meetings, leave your personal feelings outside. We have no time to entertain them and we are sure that they will be right where you left them, when you go out, should you wish to find them and take them with you.

Inspector Knapp had the misfortune to injure one of his fingers recently.

Any brother not receiving this looked for journal will kindly hand his name and address to the secre-

tary. Brothers learning of other brothers who are not receiving the M. & C. will please take their name and address, plainly written and hand to the secretary.

—508.

HOPE FOR WAGE INCREASE

Glens, Falls, N. Y.—April was the month for showers but Local 304 experienced lots of snow during that month. At our April meeting there was a good turnout. Our President had asked the members to be there, as there would be something given out worth listening to. After we were through with some arguments, our president asked the brothers what they wanted him to do. He said wages were being raised all around and we should have more money. Of course this was sentiment that had come to him from our members preceding the meeting and we were with him. As a result our president saw our general manager who kept putting him off and so far the committee has not had a chance to do anything. However, the subject is pending negotiations.

Brother Tim Sullivan, one of our old conductors, has turned in and entered business for himself. He is selling Standard Oil gas and we wish him success. Brother Tim Sweeney has returned to us again. It is hard to quit this game, once you have got the disease.

Our president has just returned from a visit to Vermont, where he reports the roads were in bad shape in some places. We hear he is making eyes at a Chevrolet sedan.

Brother Jimmy Starks is now working a later trip and the car goes near his home. There will be no excuse for him now.

We wonder why the conductor on run 14 has an everlasting grouch. He said he would punch the writer's nose if he put his name in this magazine. He will have to make us a better offer than that or his name won't appear here. We know what he has up his sleeve.

Wonder why Palmer smokes the same cigar all the time.

We wonder why Powell Smith enjoys a hard stool and why Dispatcher Emms yells in the telephone. We could hear him better if he would talk in a more moderate voice.

Brother Jeff likes his pipe and likes to give the writer a bum car. Best of all, he has good doughnuts down his way, and the holes are not so big.

We are hoping for an increase in wages.
A. E. T.

FORMULATING PLAN TO SEND DELEGATE

Waltham, Mass.—At a recent well attended meeting of Division 600, it was decided to prepare a new proposed agreement and submit it to our employing company.

At this writing we are formulating plans to send a delegate to the International Convention to be held in Oakland, beginning September 10.

We have received 7 new applicants into membership.

Brother Walsh has resigned from the service to enter other business in New York. We wish him success. We regret, however, to lose him as he was a good union man and a successful president.

Brother Ike Dorr says: "You cannot always believe in signs." He entered a lunch room on Main St. and ordered an Airedale Sandwich. He was disappointed. He received a hot dog.

Brother Bill Laughlin now has a new Buick and with his chauffeur is to make a trip to Canada.

Brother Michael Cronin, our millionaire starter on Auburndale, has taken a life partner to share his riches. Congratulations.

Brother Joe Clarke is recovering from an operation for appendicitis.

Brother Frank Sullivan is again on the job after a six months illness. He wishes to thank his fellow workers once more for their kindness to him during his illness.

General Executive Board Member John H. Reardon has been assisting us on an arbitration case and other grievances. His presence at our recent meeting was appreciated by all.

The night men of Division 1, contend they would not lose so much sleep mornings if our Superintendent would post his office hours on the list. What a hope.

Sunshine Dick has resumed his duties on the Needham Line.

Brother Dar Riley is recuperating.
Co-operation means success. Help save the power.

—JACK.

DETROIT DIGEST

The Pioneers of Division No. 26 held their annual outing this year at Flint, May 7. The banquet was arranged and held at the Masonic Temple. One hundred and twenty-eight plates were served and Business Agent Garrett Burns acted as toastmaster. As in all times in the past, Brother Bobby Rankin of the Highland Park Shops, was on hand and entertained with songs. Addresses were made by Collector of Customs Cary D. Ferguson, State Labor Commissioner Perry Ward, Secretary Gus Mueller of the Flint Federation of Labor, and Brothers Herb Meeker, Walt Clark, Carl Kay, John Brannigan, Dennis Cronin, P. J. Whelan, and others, gave brief and appropriate addresses. Brother Whelan, who is in the clothing business, made the proposition to the Old Veterans League of Division No. 26, that any of the members who would present their Veteran's outing badge to him, would receive \$2 discount on new uniforms. The feast was concluded with dessert of apple pie, ice cream and delicious strawberry shortcake. Flint city members of the Local acted as hosts and many of the boys enjoyed the ball game in Flint on that day by the Flint and Bay City Clubs. The day was one of exceptional pleasure to those who were in attendance. Cars were supplied by the Detroit United Railway to convey the members from Detroit to Flint, a distance of 72 miles.

Wage conferences are pending between the Detroit United Railways, as well as the Detroit city street railway commissioners and committees of Division No. 26. The wage proposition upon the municipal ownership lines is awaiting the return of one of the commissioners who is on a trip West and is expected back on or before the 15th. On the city wage agreement committee are President Herb Gee, Business Agent Garrett Burns, Secretary Clarence Nugent and Committeemen Robert Otis, Fred Fall and Glen Swarts. On the D. U. R. Committee are the officers of the Local and Committeemen Carl Kay and Leslie Caldwell.

The next event of Division No. 26 will be a moonlight excursion to Sugar Island. The boat will leave the Griswold Dock at 8:15 P. M. of June 26. The boys will make this a memorable event. The affair is under the direction of the officers.

Brother Ernest Pattison was recently married to an estimable young lady of Cumberland, Md.

Brother Warren Sweitzer found a young lady on Canton Ave. who was willing to yoke up with him and they were recently married. We extend congratulations and best wishes to both couples.

Brother Edw. Gunst, one of our oldest members, is now watchman at the D. S. R. Warehouse.

Brother Peterson of the 14th line is recovering from a recent operation.

Brother Aaron Martin, for six months and three days in a hospital, was released, but is now informed that he will again have to return to the hospital, and is now at the T. B. Sanitarium. We are hopeful of his recovery.

—COR. FRED FALL.

LAMENT DEATH OF FORMER MANAGER

Bridgeport, Conn.—Oh Boy! Did you see the attendance at our last regular meeting? All seats were taken and many had to stand. Looked like old times back again. Keep it up, boys, even if it does inconvenience you a little bit. It is only once a month. No man ever accomplished anything by going to sleep. Make your slogan: "I'll meet you the first Wednesday in every month at our Hall, 189 State St., at either two P. M. or eight P. M. without fail, rain or shine." Our worthy president can tell you a thing or two when you get him going.

It is now Springtime in the Park City. The greatest show on earth, Barnum & Bailey's has left its winter quarters on Norman St. for Madison Sq. Garden where they will start gathering the seasons oats for next winter. Another good sign of spring is that trolley men here are shedding their overcoats and heavy caps and dressing up like peacocks with badge and buttons all polished up.

Main and Fairfield is the busiest corner in town and is always full of tin cans and old washboilers in the shape of one-man cars going N. S. E. and W. Traffic Officer Dave Bibbans the best cop in town who regulates traffic more than talking to the pedestrians like some of his brothers, always has a big smile as he keeps traffic going in fine shape.

Some of our brothers are well Fordized and have their boilers in fine shape. Brother Fairbanks Douglas was on his way home the other night to his farm. Somewhere near Nichols he was caught in a

heavy rainstorm and had to hang his wonderful engine-shay on an oak tree to dry out. Some can hang Doug.

Brother Tony Mancure is going into the pig business in the near future as he is now studying all breeds. He is also studying up on bull dogs.

Brother big Bill McCarthy was sent out on the sand car the other day and was told to go right down to seaside park. When he drew near the end the conductor got nervous, and asked Bill excitedly if he could stop. Mac answered to the effect that it would be a good swim the two of them would be after taking if he didn't.

Brother Pat Coan our ex-president is a man of few words. The brother took out his old line car one stormy morning and when he arrived at the Indian River his line car, better known as King Tut's wagon, why, the roof blew off, and the sides fell in. Our hero floated to the nearest telephone box and called: "Hello dispatcher, Pat Coan at Indian River. Where the rail was, the river is.—S. O. S.

Brother Straus, our recording secretary, was notified by the Police Department that a certain "Uncle Ben" in New York has his stolen watch and asked him to come down with fifty iron men and retrieve the jewel. The brother refused to be nominated.

Brother Otto Suerman has resigned from his unique position as motorman-conductor. Having developed powerful lungs calling streets, he has decided to try them out yelling "Strawberries" instead of tokens. More power to the brother.

Brother Stewart met a seven ton truck the other night and is now recovering from the shock.

Brother Tim White is back on the job after a few weeks illness. Brother Blumefield White was bumped off Derby last pick by Brother Billy Kruke. Pretty tough on Blumefield after holding said run for the last thirty-seven years or so but Blume being game, picked a night run. King Tut held his place for 3500 years and then he was bumped off by an extra man.

Brother Wm. O. Curtis wishes to thank all the brothers for their kind support in his helpless condition.

Brother Swanson had a visit from the stork which left him a baby boy. Congratulations.

April showers bring May flowers. Brother Lowery's wife presented him with a baby girl. Again, Congratulations and so the world goes on.

Brother Russel DeAndrea is laid up with paralysis of the right face. We hope for his speedy return to health.

The members of 459 herewith express their deep sorrow and sympathy to the family of our late manager Mr. Jos. S. Goodwin. We missed him as a manager and a champion of labor, a man who really did believe in live and let live, a man who, although he gained the heights, never forgot his life on the platform of the trolley and whose knowledge of the hard life and difficulties of the trolleyman through his own experiences as such, made of him an ideal manager. Sadly missed by 459 when he left us for Detroit, and now, as God has seen fit to remove him from this earthly sphere, we bow our heads in submission to His will.

—459.

OBTAIN SUBSTANTIAL WAGE INCREASE

Alliance, Ohio.—Division No. 360 has concluded the negotiating of an agreement with the Stark Electric Railroad Co. for the year beginning May 1, 1923. We are pleased to report that we obtained a six cents per hour increase in wages, establishing wage rates of 51 cents per hour for first year service men, 53 cents per hour for second year service men, and 56 cents per hour thereafter on interurban lines, with 3 cents per hour less for the operation of city line cars, with time and one-half for overtime worked in excess of regular scheduled runs, and 30 minutes leeway, within which to complete runs. Two hours pay is guaranteed where required to report for work when no work is supplied. We also obtained for the interurban men deadhead time for both ways. Our agreement provides free transportation for wives of the employees as well as for the employees themselves.

Brother Will J. Robinson, our Business Agent, was active in assisting our committee in obtaining our new agreement. We are now negotiating an agreement with the C. A. & M. V. R. R.

Brother Robinson, who is also a member of the State Legislature, reported to our meeting that it was impossible to obtain sufficient support to get a bill through the Ohio Legislature prohibiting the introduction of one-man cars.

—360.

BUSINESS INCREASING

Atlantic City, N. J.—Division No. 774 can report progress.

Brother Mack, our new president, is qualified for the office, a good worker, and his ideals are splendid. He indulges in no partiality.

Business is increasing here and all extra cars are placed in service during rush hours. Summer cars have been painted and some have inclosures placed on the front and rear ends, as a protection for the motorman.

We have an executive board composed of men of thinking powers. We have full confidence in them. They will engineer our affairs diplomatically with the management of the traction company. We thank them for their efforts to better our working conditions. We understand their labor is a labor of love.

Now the dying embers of a once good fire have been re-kindled and the flame is coming bright. Our meetings are being well attended.

Our new agreement is now in the hands of the company, and it calls for an increase in wages. Mr. B. C. Forbes, who writes extensively on economic subjects for the employing interests, states that it now costs in dollars and cents half as much again to live as before the war, and the trend continues upward. This is more than supported by the United States Department of Labor, which states the advance in the cost of living is 13 per cent over January, 1922 to January, 1923. Prof. Irving Fisher of Yale University contends that at least 25 per cent will be added to the cost of living during the present year. Mr. Forbes and other writers declare this to be correct.

A spark of enthusiasm warms the veins of the writer when his pen announces that we are 100 per cent strong. Our banner waves proudly in the breeze with the insignia of strength marked in clear letters, surrounded by the golden fringe of fraternal brotherhood. Oh, long may it wave for Local 774.

—COR.

OBTAIN WAGE INCREASE

Memphis, Tenn.—Our employing company has been released from the receivership. The property returned to the original owners in April with practically the same management. Our agreement expired with this change. We immediately began negotiations for a new agreement. Our executive board held several conferences with the officials of the company. They offered us a slight increase in wages over the old scale of 38 cents for the first year, 43 cents for the second, and 48 cents thereafter. This was turned down by the men, who demanded a scale of 45, 50 and 55 cents, respectively, or 7 cents per hour increase. The company refused this proposition and the members did not show up for work Tuesday morning, April 17. G. E. H. Member Edward McMorrow arrived on Tuesday and in conjunction with the Local executive board and officials of the Trades and Labor Council, obtained a wage compromise and we returned to work at wage rates of 42, 47 and 52 cents per hour. The compromise was accepted after about 3½ hours of heated discussion, and we returned to work April 18. Our working conditions remained practically the same as in the old contract. We were certainly pleased with the work of Brother McMorrow, and wish to compliment him. This was his first time here and we would heartily welcome him in our midst at any time in the future.

At our regular meeting held April 25, we had a good attendance yet there was room for others. I earnestly request all to attend our meetings in the future and make this a splendid year for the company and ourselves. Let's make it the best in the history of our Local.

—713.

ONE NIGHT EACH MONTH

Newark, N. J.—At the April meeting of Division No. 819, our proposed new agreement was read to a meeting of over 800 members. With a few minor changes it was accepted and thus the work of the committee that drafted the agreement stood approved by a large majority. At the second meeting Vice-President Naughton had charge and he acquainted the late run members numbering about 100, of the action taken at the early session. State Business Agent Appleton was also present and gave our members some good advice which, if observed, our boys won't go wrong. It was the best meeting of the Local for sometime. Over 1,200 members

were in attendance at the sessions of this meeting. We hope this good attendance will continue through the rest of the year. It is only one night each month.

Brother Dick Naughton wishes to announce that the Hilton Carhouse ball team has started its season and is ready to prove that the team is entitled to the championship of the Essex Division among the trolley men. Brother Naughton is Manager, and Brother Joe Schaible, Captain. Brother Anderson is treasurer. In the first game played this year, they defeated the Newark police 18-4. Brother J. Martin pitched the first inning, striking out three men. He retired and Brother Ally took his place, holding the Police scoreless until the ninth inning, when he let them in for four runs. Brother Mahoney with his new son attended the game but on account of the boy's age, they were obliged to put Brother Arnold to the bat. Brother Mahoney states he will make a conductor out of the boy.

Brother Hilton is authority that the secret of Brother Schwermer that leads him to work overtime is that he is to be married the latter part of June and is contemplating a trip to California on his honeymoon.

Brother P. J. Flynn of Hilton, is to take a trip to the mountains soon and assemble his gang. The charter is open but only reliable men need apply.

Brother Fred Huberman is sore because Conductor Haas failed to pick with him.

The members at the 16th Ave. are planning a stag to Morgan's Station the latter part of June. Brothers Lynch and Brenner are in charge.

Brother Young is in St. Michael's Hospital. We hope to see him back soon.

Brother John O'Connor, the battler of O. P. V., is getting in fine shape. The air in West Orange is great stuff.

The Brothers at Bergen Street are wondering why Brother Otto Hauser requires two days to attend a wedding.

Brother Ed. Donovan is seen taking a taxi to his home. Pretty costly.

Brother Pat McGarry would do well to return the kitten he took from Tenth and Springfield. We know the lady who owns it.

Those wishing fresh eggs should get in touch with Brother Gashlin.

Brother J. O. Reilly has a new buttonhole in his coat. He receives roses along the line from the ladies.

—Doc.

WILL BE REPRESENTED IN CONVENTION

San Jose, Calif.—Division No. 265 can report an approximately 100 per cent membership.

The Local in order to provide money to send a delegate to the Convention in Oakland, in September, recently gave a dance and cleared \$187.00. Let the other Locals take notice. Brothers W. A. Rasmussen, Joe Jameson, F. Vierke, John Rogers, H. Bayard, Frank Trousdell, Al Montaya, G. Hansen and Frank Spinelli were important assistants in giving the dance. We know how to make money by running a high class affair.

Division No. 265 by being represented will help to swell the oncoming Convention to be held in September in Oakland. We can assure those from the other side of the Rockies that they can take no more educational trip than they will enjoy by attending this convention on the Pacific Coast, renowned for its entrancing beauty and marvelous wonders.

—265.

REPLENISH SICK FUND

York, Pa.—Local No. 858 held a card and dance party April 5. Proceeds were to replenish the sick fund. A fine social evening was enjoyed and all who were not present missed a good time.

At our first meeting in March, we initiated Brother Earl Kauffman into the mysteries of our Association. He is developing into an active member. Those of our members who are in the care of the Relief Committee are: Brothers Raymond Glatfelter, C. A. King and Lewis Kirkwood.

Our meetings are well attended. The boys take active part, which makes it interesting.

Let's not forget the nomination of officers, which takes place in May, and the election which will occur in June.

This Pennsylvania community was much surprised to arise on the morning of April 14 and see it snowing. It was an unusual extension of Winter.

—858.

CO-OPERATIVE POLICIES ENDURE

Boston, Mass.—Division No. 589 completes eleven years existence this month (May), and entering upon the twelfth year finds itself well officered, with its organization intact and properly functioning.

This Division has progressed through the continuance of its policies of fair and just dealing with employers and the members rendering a full measure of service for wages received, having due regard for rules governing safety of operation and observance of regulations necessary in the proper conduct of the employer's business. These are the policies, and this the co-operation that have made progress for ourselves and the property on which we are engaged.

Business on our lines shows an increase in riding and revenue. Our company has asked for authority to issue \$2,300,000 twenty year bonds to bear interest at not over 6% and plans to build a new carshop at Everett which will cost \$1,300,000, also a new power house at South Boston to cost \$800,000 and a storehouse at Charlestown costing \$200,000.

General Executive Board Member Reardon, who is in Boston assisting the Locals on the Eastern Mass. St. Ry., in agreement work, paid our Division a visit at the first meeting in April and spoke on the Buffalo situation. He outlined the history of the trouble there and the events leading up to the lockout. In plain and simple language, he traced the movement to destroy the Amalgamated Divisions in New York State, the interlocking directorates and managements, from the destruction of the Troy and Albany Locals down to the Buffalo Division. John Reardon made an able presentation of the Buffalo carmen's cause to our meeting, showing, as an officer, he is keenly alive to the situation. He asked that we continue our assistance to these men, for they deserve it, having been out now one year in July.

Our brothers on the Eastern Mass. St. Ry., (the old Bay State System) members of the Lawrence, Mass. Division, went on strike May 3. Their agreement expired May 1 and much publicity has been given out that the Lawrence men violated their agreement. To the least disinterested person, it is inconceivable, that well-treated workers would seek to avoid their contracts and defy duly constituted authority—be that authority union or civil. They have now returned to work. The Eastern Mass. men have many friends among the Boston members and we are especially interested in their struggle, because they helped to organize and establish the Boston Local. Their Co. operates cars over the tracks of the Boston property and connect with our lines at various points on this system.

May 7, our wage committee held the first conference with the employing company for a renewal of contract to include increases in wage rates and other changes involving hours of labor and working conditions. The new agreement, no doubt, when negotiated will be reported in the columns of this journal.

Late reports have it that the Union St. Ry. Co., of New Bedford, Mass., have increased wages to about 500 employees, the maximum rate said to be 62 cents per hour. Further details of the increase are not available at this writing. This would put the New Bedford men one cent per hour ahead of the Boston men.

The high cost of living still maintains in this section of the country, notwithstanding the assurances some time ago that everything was going down to the old rates. Rents have soared beyond all reason.

Strikes and lockouts seem to be the order of the new year and wage increases in almost every line of business are reported.

A peculiar question presents itself in some of these strikes, where workers, entering upon such struggles, unorganized and without experienced leadership, strike plants that never dealt with their employees collectively and demand adjustments of wages and other conditions of labor. Here, then is a direct refutation of the oft repeated charge that it is only the trade unions who call strikes and "dictate to the employers."

The same grievances which actuate unorganized workers to protest are the same which actuate the organized:—reducing wages below the level necessary to live in comfort and decency and intolerable working conditions.

SPECIAL REPORT.

FLOURISHING

Windsor, Ont.—Division No. 616 is flourishing. Late in February, a sudden thaw set in and put our little railway on the Fritz. Our little one-man cars suffered the worst. As a result, our ancient two-man cars, of the pay-as-you-enter type, were brought into

operation. This necessitated the employment of more men. However, the rest of us made much overtime. Our mechanical department has succeeded in catching up and the one-man cars are now restored. The new men who were employed during the emergency, readily put in their applications for membership in our Local and Division No. 616 welcomes them.

We had two sign-ups in less than a month—the first, the regular sign-up and the second caused through the resignation of four of our members. Wm. L. Hager, of 1919 fame, resigned by request. Brother A. Boussey obtained a position with the fire ladders of Walkerville.

President Fallas has been busy overhauling his Ford and evidently intends to enjoy the open road during the coming Summer.

Some of our brothers suffered severe burns when they attempted to remove the switches that control the heaters on the one-man cars. Brothers C. Stephens, J. Armstrong, L. Cody, Geo. Broad and W. O'Hara were those afflicted. Brother Broad was seen being led by a dog attached to a leash, and he was moving about with a cane, while wearing smoked glasses. The boys are again on the job.

Brothers H. A. Richards, and Art Campeau are sort of cheery in their new freight car.

Commissioner Geo. Bulmer reports the arrival of a son and heir at his home March 3. Mrs. and Brother Bulmer are receiving congratulations.

Brother Geo. Gendron has a number of our boys in training for the ball team. He hopes to see the Industrial League cup reposing in our fold this fall. Those of us who can't play can root. That will help.

Brother Geo. Boothroyd has instituted a sort of benefit society to offset collections at the barns for sick members. This collection business was injured by members who had received subscriptions, not taking liberally to relieve others when called upon.

Brother Arden is in receipt of an open letter from Mr. J. Aulkin, at the Ferry St. waiting room, and believes he was intoxicated with the exuberance of his own verbosity.

A new bulletin has been issued at the car barn penalizing sleepy ones. Brother Bill Martin was the first victim—four days.

Brother Russ Reid recently informed Brother A. Loop that interurbans are capable of running backwards. Grunt of disapproval from Brother Loop.

Brothers be prompt in the payment of your dues. Give Brother Davidson the least trouble possible. Also remember and attend the meetings regularly. They are held in Machinists' Hall, Pitt St. and not in the Ferry St. waiting room.

Brother Joe Sullivan, our veteran motorman of 28 years service, is again under the weather. We trust he will soon be putting old 104 over the road again.

Brother "Woody" Bill Amlin is liable to change routes on short notice. Recently Brother Kenny jumped the track at Aymer switch on the Walker Road Line. Brother Bill in his exploits met the Ford car backing up, who informed him of the trouble and gave him instructions to navigate on Wyandotte St. Bill thought that order was permanent. In the meantime, the rest of the crews thought Brother Amlin had died.

Crews on the Ford and Tecumseh Divisions would like to know who the guy is who stays up nights trying to think up more work for them. A bulletin has been issued stating that conductors on these lines must run ahead and flag trains. The joke is that our cars only cross switch lines to factories in Ford and at one of the two crossings a train has not been seen in at least ten weeks.

Brothers Pickard, Gates and Arden are eagerly looking for a new sign-up. No rest for the wicked.

Brother Verne Sheardown has recovered from an attack of grip and tonsillitis.

Boys, watch out for accidents. Rear end collisions are quite numerous.

Brother Russ Reid is back on the job after a week's sickness.

How come we never see Brother Percy Simser at the meetings now? Election fever must have left him a cripple.

Brother Jim Fox is certainly doing fine in his duties as car house foreman. It is up to the brothers to support him. He is a genial fellow and shows no partiality.

Brothers, new agreement time is speedily drawing near. Do you want a reduction or—? Well, remember the next meetings and be on hand to voice your opinions. Meetings are held on the third Thursday night at 8 P. M. of each month, and the following Friday morning at 10:30 A. M.

MEETING, THE PLACE FOR COMPLAINTS

Lewiston, Me.—It will be well for the brothers of Division 721 to remember that if they do not obtain their working card before the 15th of each month, in case of death, while not in possession of the card they would lose their insurance.

Members having complaints should come to the meetings, where the complaints would be placed in the hands of the committee for prompt adjustment.

Brother Srviv is doing a good business in his grocery store.

Brother J. Portman is getting his Durant ready for the summer season.

The company has instituted a group insurance covering all employees.

Brother A. Potjer is contemplating marriage.

Mrs. and Brother Joe Hooper are the proud parents of a new baby girl. Congratulations.

Brother N. Crowley is interested in the Klan meetings being held here.

Brother Jim Finley, our genial financial secretary, wants it known that it will save considerable foot-wear to him if all brothers will pay dues promptly.

Brother Ed. Packard has his eye on the bleachers shifting this summer.

Brother Tingear recently forgot to make the figure eight.

Golden Hill is not so popular with some of our boys as in former days. We wonder why?

—721

SHOULD JOIN THE UNION

Seattle, Wash.—At the regular meeting of Local 587 held Thursday evening, April 5th, some twenty applicants were initiated in the presence of one of the largest attendances in many months. After the transaction of the most important business, an open meeting was declared, at which an eloquent address was made by Pres. M. J. Murray. The meeting was then turned over to Mrs. Isabella M. Simenson, President of the Ladies' Auxiliary of local 587. The members and their families were entertained by Violin Solos, recitations given by friends and an oratorical address delivered by Mayor E. J. Brown in which he expounded in words which could be interpreted to mean that the strongest bond of human sympathy outside the family relation should be one uniting all working people of the nations, tongues and kindreds, also reminded the audience that property is the fruits of labor and that working men should receive the fruits of his labor, but the only way was to organize into one unite.

You who are still riding the backs of organized labor for nutriment to keep you and your family healthy, should wake up, shake off the shackles that have been buckled to you by habit. Men who are too niggardly or ashamed to pay dues or wear a button should be too proud to work on a job where men are struggling to better conditions. Come on and be men among men.

—COR. LOCAL 587.

PREPARING FOR THE CONVENTION

Oakland, Calif.—Division No. 318, comprising the shop forces of the Oakland street railway can report progress.

During the first part of the year, 1923, we have taken in some 65 new members and now reach over the 300 mark. We expect to increase this number in our membership so that we will be represented in the 18th Convention to be held in this city in September, by two delegates. This will require a membership of 450.

We have been associating with Division No. 192 in every way possible to make the convention one never to be forgotten by our visiting brothers. We urge one and all to come along and we will show to the delegates and their associates what Oakland can do and is doing.

—318.

OFFICIAL STAFF INSTALLED

Clarksburg, W. Va.—The official staff of Division No. 812 of the Amalgamated Association, elected at a stated meeting held April 6, are: President, Russell Hall; vice-president, C. N. Blake; recording and financial secretary, H. W. Poynter; corresponding secretary, E. N. Shaffer; treasurer, C. C. Smallbridge; business agent, Harry Kidd; conductor, W. H. Smith; Executive board, Russell Hall, C. R. Milley, W. C. Warren, J. R. Paynter, A. C. Stephens; trustees, H. E. Buchlew, C. G. Lanham, E. E. Welch; Inside sentinel, S. G. Allen; outside sentinel, J. E. Saunders.

The above officers were installed at the first regular meeting held in May.

Brothers B. F. Houlsey and J. A. Howell are on the sick list, but recovering.

Division No. 812 reports progress.

—COR.

RECEIVE FOUR CENTS INCREASE

Norristown, Pa.—The fifth annual dance of division 811 was held in City Hall on Friday evening, April 27, and a wonderful time was had. A Philadelphia Jazz Orchestra of seven men furnished the music and the hall was most beautifully decorated for the occasion, it was about the largest turn out we have had at any of our annual dances. The committee deserves much credit.

We received an increase in wages of 4¢ an hour, in effect on April 1st.

Brother McPherson, our former Financial Secretary and Treasurer is the proud father of a baby girl. Mother and baby doing fine.

Brother Joe Shaw has reserected his old Ford for another year. Joe says she is all right even if he does have to hold the top on with bailed hay wire.

Former President Joe Peale has left the employ of the company, after many years of faithful service and is selling automobiles. Joe had very good success working this as a side line for the last two years. We wish him continued success.

Brother Spangler and Atherholt are now busily engaged in eating gum drops. They left all their molars in a dentist's office.

Brother Charlie Wood has been very ill for the last several weeks with typhoid fever.

—811.

IN WAGE AGREEMENT CONFERENCES

Gloversville, N. Y.—Division No. 925 is now holding conferences relative to amendments to our agreement. We anticipate that negotiations will result in a harmonious understanding.

Brother E. Weaver, injured seriously last fall, is yet unable to work.

Brother Joe Abel has resumed his duties as conductor on the interurban line following a recovery from injuries sustained last winter.

Brother J. Wilbur has recovered from a broken arm and is again at work.

The heavy snow storms of last winter were hard on the road men and many were tired out and unable to attend meetings. At our last meeting, however, we had a large attendance and much business of importance was transacted.

I trust in my next communication I will be able to report the results of our agreement conferences.

—W. L. S.

The public mentors and government administrators from the president of the United States down, are advocating a boycott on sugar and the government is "investigating." Of course, we were not advised to boycott coal. A sort of comparison shows that sugar cannot be successfully produced in Cuba for less than approximately 4¼ cents per lb. The Federal administration has placed a 2 cents per lb. tariff upon that sugar so that exclusive of the cost of transportation from Cuba into the ports of the United States, sugar costs approximately 6¼ cents per lb. when imported. Domestic sugar will naturally hold to that price. Then comes the profit transportation and distribution and expense, and presumably sugar should be sold at least not to exceed 8 cents per lb. Coal cost at the mines from \$2.50 to \$6.00 per ton, dependable upon the grade and profiteering of the coal mine owners. Added to this was the expense of transportation and distribution, which would have placed coal in the most remote homes at what should not exceed \$8.00 per ton, to include reasonable profits. We paid from \$12 to \$20 per ton. The government "investigated."

IS IT REAL INDUSTRIAL DEMOCRACY?

By N. P. Good,
In Collier's, The National Weekly

In a recent issue of Collier's, appeared an article by Benjamin Baker, in the interest of the Pennsylvania Railroad, setting forth that the Pennsylvania Railroad had adopted industrial democracy in its plan of employment, which was instituted for the purpose of denial of the right of organization to its employees. President N. P. Good of the Pennsylvania System Federation No. 90, (Affiliated with the American Federation of Labor) in a later issue of Collier's, under the heading, "Is it Real Industrial Democracy?", makes a reply in which he explains Industrial Democracy as follows:

Using as my motto Mr. Baker's three essentials, fairness, honor, and good faith, I want to reply to some of his views on employee representation or the "Atterbury Plan" as applied to the shopmen on the Pennsylvania Railroad.

Mr. Baker says this "is the case of the second largest employer in America . . . establishing in co-operation with those employees an industrial democracy," etc., as an alternative to the plan of putting the "interests of the shopmen, in negotiating with the railroad, into the hands of the officers of System Federation No. 90, who act under orders from the national officers of the Railway Employees' Department of the American Federation of Labor."

What is "Industrial Democracy?" Is it a condition where the employer permits organization of his employees within the confines of their constitutional, legal, and moral obligations to society, granting to them the same liberties, locally and nationally, as he reserves for himself? Or is it a condition where the employer, realizing that he can no longer prevent organization among his employees, comes to them in the guise of a benefactor and says: "We have decided to permit you to organize and select representatives, but we are going to draw up the plan telling you how many representatives you shall have and how they shall be chosen. We, of course, have one or two employees who were in on this thing, and we called them in to help us work it out, but the plan will not be submitted to you for adoption or rejection, neither will consideration be given to any objection even though expressed by a majority of some group affected."

Of course, every liberty-loving American citizen will say that the first plan represents "Industrial Democracy" and that the second is "Industrial Autocracy," but what I have outlined in the second plan is just what happened on the Pennsylvania Railroad. Let us turn to the record of May 24, 1921, when this question was discussed in the company's office at Philadelphia. This record shows that the management proposed individual representation only, while the representatives of System Federation No. 90 asked that a ballot be spread among the employees which would permit

them to determine by majority vote whether they wanted representation through organization or by individuals. This latter plan meant "Industrial Democracy," but it was rejected by the management, which distributed its ballot for individuals only, with the result that out of more than 35,000 active service employees only 10½ per cent voted as directed, while the 89½ per cent, who were not given an opportunity to vote against it, took the only available means of registering their protest, and refused to vote. The election being finished, the management recognized those voted for, although some of them had received only one vote (this vote probably being cast by the individual himself), and proceeded to hold meetings at which new wage rates, rules, and working conditions were adopted and applied to the shopcraft employees as a whole. This is the substance of the record on which the Labor Board, and finally the Supreme Court, were called to act and on which they decided in favor of the employees.

In the meantime the management has refused to recognize the organization wanted by the 89½ per cent by refusing to discuss grievances with local representatives, by canceling furloughs granted to officers of the System Federation, and ordering them to return to work in the shops, thus depriving the organization of its active leaders. This these officers refused to do, so they were marked out of service and their transportation lifted in July, 1921. Is it not a mockery to speak of such methods as representing Industrial Democracy?

As a government we have our county, State and national organizations. In business we have local boards of trade and city and national chambers of commerce. In the railroad industry we have separate system organizations of management which are merged in the National Association of Railway Executives, but in the case of railroad workers the "doctor" comes along and says to us on this one railway system, as he is saying on many others: "No matter what the Constitution of the United States, the Bill of Rights, the Congress, the statutory law, or the United States Railroad Labor Board says, we have decided that we don't want you to have a national organization, so we are going to prescribe for you. Our medicine is an organization of employees on this railroad which has no affiliation with the employees on other railroads, and when we have sold you our gold brick, and when your national organizations are all broken up, we will begin to collect from you what it has cost us for advertising and salesmanship. The medicine may be a little bitter, but it will be good for somebody."

More Points for the Jury

Do not be deceived, Mr. Baker. The railroad workers are not, since they know what is hidden inside the sugar-coated pill. And only a few of the employers, such as the Pennsylvania management, which has evidently lost a few pages out of its history of the labor movement, are blindly butting their heads against the wall.

Mr. Baker alleges the plan is being successfully operated on the Pennsylvania System. If that is so, why is it that, after a year of operation under it, more than 32,000 shopmen suspended work beginning July 1, 1922? And with few exceptions, they are refusing to return unless the Labor Board's decision is complied with. Since that time, many of those who remained at work have quit the service because of wages and conditions to which they have been subject. At Verona, Pa., where about 250 shopmen are employed normally, eighteen old men have quit recently. The clerks and telegraphers have both sought through the courts to have an injunction granted, restraining the management from further violations of similar decisions affecting them. Sufficient evidence to convince anyone of the dissatisfaction existing in several groups of the employes could easily be obtained by anyone who will go among the men and women in the shops and other departments instead of going to a few of the employes who are now assisting the management in trying to sell its plan.

In the matter of handling grievances it seems to me that co-operation is the answer, and the cooperation of the management was not enjoyed by System Federation No. 90. The management has not at any time attempted to conceal its antagonism toward this organization and is now bending every effort to destroy it, while it is doing everything possible to create a market for the "Atterbury Plan," the product of management, which it is trying to sell to the employe.

I have made a partial check of the figures quoted by Mr. Baker, tending to show the casual reader that in 1922 "there were altogether 9,481 cases taken up and only 223 went as far as the System Reviewing Committee." It is at least implied that this covers all employes in service. From a reliable source I find that the four transportation brotherhoods alone submitted 347 cases to the reviewing committee and decisions were rendered on 268. To this number must be added those from the shopmen, clerks, signalmen, telegraphers, maintenance of way, miscellaneous and other groups, all of whom must, to say the least, have filed some cases.

Regarding the suggestive statement of Mr. Baker that, "I heard, incidentally, a good deal of inside labor-union history that would interest you if I could report it," it should be said in fairness to the thousands of honest and honorable men who are members and officers of labor unions that Mr. Baker spoiled his story. It reminds me of the time I was a kid in school, and we would taunt each other by saying: "I know a secret but I won't tell." Come on, Mr. Baker, let's live up to our motto. If you want to take a good stiff punch at us, go ahead. That is a man's game, but let's lay off the mud.

To a close student of conditions on the Pennsylvania System, who has spent seventeen years in its service, and to others, some of whom have spent as much as forty-

seven years, it seems that in reviewing this question the great jury of the American Public needs to consider also the following:

First. The present strike of 32,000 shopmen on the Pennsylvania System and the court action sought by others.

Second. The fact that the Pennsylvania management has complied with every decision favorable to it rendered by the United States Railroad Labor Board to which it was a party as well as some to which it was not a party, and it is now seeking to evade obedience to the one decision against it. Is this a land of special privilege for big corporations?

Third. That there are those abroad in our land teaching that individual rights are greater than State rights, and, if we decide that the desires of a corporation are paramount to its moral obligations to government or society, what doctrine are we teaching?

Fourth. Whether the blood that was shed in the Revolutionary, Civil, and World Wars was intended to guarantee to us the same freedom in selecting our industrial organizations that it guarantees to us in the selection of our political or religious organizations. If it does not, then our Constitution and Bill of Rights should be changed.

Fifth. Whether the management of the Pennsylvania Railroad shall recognize its moral obligation to society or whether this large employer of labor is more powerful than our Government and, therefore, has a mandate to set aside congressional enactments at its convenience. The Pennsylvania management exercised its constitutional rights by testing the case in court. The Supreme Court has decided against it, and has said that the Transportation Act (a statutory law) authorized the Labor Board to determine what ought to be done by railroad management and employes in the interest of public welfare and imposes on them a moral obligation to obey. The employes are seeking the application of the board's decision.

Sixth. Whether the employer can reserve for himself certain privileges of organization and deny them to his employes.

What is your decision?

RANKS OF LABOR HATERS THINNING

Union members who sometimes complain against strike assessments and similar burdens inseparable from the struggle to advance the cause of unionism should reflect on the actual progress that is being made for the working man, says a bulletin issued at headquarters of the International Typographical Union.

"In the face of the 'open shop' rally of recent years there is evidence aplenty that more and more employers are being convinced that unionism is sound and just," says the bulletin. "Reference is not had here to the employers who have been whipped into line by economic pressure, but to those who have come to the opinion honestly that the right of 'collective bargaining' is a healthy thing for the democracy.

"Stubbornness of opinion is of course a basic trait of human nature. The average employer, assailed by a demand 'or improved working conditions which aims at his purse, sets his mind against unionism. He is actually a busy man, not much given to thinking in generalities, so his impulse is to fight. For many years the organized employer has been fiercely resisting the growth of trade unionism, but that growth has gone on apace, nevertheless.

"The union haters, who furnish the shouting for the 'American plan' today, really are in a minority among employers. They are the 'Bitter-enders.' The majority is composed of men who still hope they may profit temporarily from any ground gained against unionism and others who are intimidated by the militant union hater. Those who are applying a little thought to the problem are coming around. They are beginning to realize that the labor union as an entity, upon which an employer may put his finger is greatly preferable to sullen workmen, depressed by a sense of injustice against which they are helpless, who engage in a variety of forms of sabotage and who harken to suggestions of any sort of radicalism. The thinking employer knows, too, that unjust exploitation of men cannot long endure without invoking dangerous conditions.

"The men who hate labor are so few in number that they are quite well known because of their views. Each city of any size contains a few 'bitter-enders,' but they are coming to be looked upon as cranks.

"Evidence to support conclusions given here is available on every hand. To offer illustrations would be superfluous."

BANDIT HOLDS UP STREET CAR

Sunday night (April 22) a lone bandit wearing a red bandanna handkerchief over the lower part of his face held up and robbed H. H. Nichols, 446 McDonel St., city street car operator, of \$13.14, and a change belt, about 10:10 o'clock. The one-man car operator described the affair in detail: "I had let up the trolley at the south end of the car and was walking along the west side to the north end to pull down the other trolley. As I pulled it down, a man arose from the ground on the east side of the car and approached me. I saw he carried a large automatic, which I should judge to be a 45 calibre. I asked, 'What do you want?' He said, 'Money.' He came within an arm's length as I handed him my billfold and change belt. Then he disappeared. I left my street car at the first house on Lakewood Ave. that had a light burning. I called the police from there and they searched the neighborhood but could find no one."

Another street car holdup of a similar character was staged on April 12. Brother Nichols is a member of the Lima, Ohio, Local of the Amalgamated Association.

LIMA (Ohio) News—April 23.

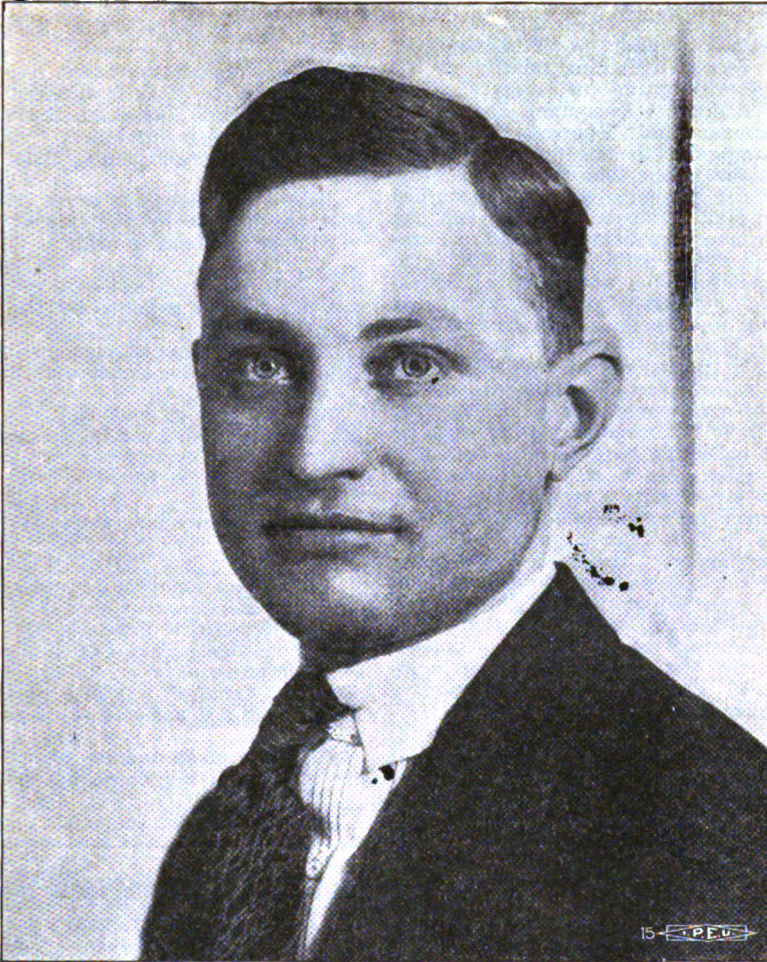
ILLINOIS MINERS RUN TOWN BY CO-OPERATION

A co-operative coal business which has saved the community \$100,000 in dealers' profits during the past nine years, a grocery store returning to its patrons \$20,000 in co-operative dividends since 1919, and a moving picture house run by a union at cost price, show what one little community has done to rout the profiteers and middlemen by co-operation. Staunton, a typical mining town in Illinois, has a population of 7000 which is one hundred per cent organized. Sixteen hundred of them are members of the miners' union which with the other crafts all belong to a Trades Council. These workers have organized vigorous co-operative enterprises which not only care for their needs at cost but have taught them the value of combining for public service.

In 1912 the miners' union built a splendid meeting hall for the benefit of the community. It is a two-story brick building 60 by 100 feet, costing \$45,000 with a large auditorium seating 900 people. This auditorium is equipped with moving picture machines, and on six nights a week it gives a play time to the tired miners and their families. So superior has the entertainment proved that after three years of competition the other theaters in the village have had to clear out, leaving the stage to the non-profit making workers' movie.

When the local coal operators thought they would take advantage of their miners and profiteer in selling them coal, the workers combined to start a yard of their own. With a capital of only \$70 to start with, they succeeded through co-operation in reducing the price 80¢ per ton, despite tremendous opposition from competitors and coal operators. The co-operative coal yard sells at cost plus 25 per cent to cover expenses and to provide for increasing the business. This coal yard has saved the community \$100,000 in less than nine years. It started out with \$70 scales; it has bought new ones costing more than \$2000, all of which has come out of the co-operative's treasury. Competitors are unable to defeat this efficient enterprise, and have now been practically driven from the town.

Two poorly managed co-operative ventures tried years ago in Staunton made the workers timid of starting another co-operative grocery and retail store. When prices were soaring during the war, a little group of fearless co-operators started buying carloads of potatoes, which they took orders for, collected on, and then delivered when the car arrived. When potatoes were selling for \$1.25 on the market, this little embryo co-operative was selling them for 74 cents. Then they started handling apples, corn, cabbage, and hay on the same basis. Out of this soon grew a full-fledged retail co-operative store, organized in 1918 by 420 of these miners, each buying one share at \$25. In the five year? \$20,000, or 25 per cent more than the invested share capital, has been returned to the members in



FINANCIAL SECRETARY ERNEST L. JOHNSON,
Division No. 836, Grand Rapids, Mich.

Among the original members of the Grand Rapids Local is the present Financial Secretary, Brother Ernest L. Johnson. Brother Johnson was installed as Recording Secretary to fill out an unexpired term of his predecessor in October, 1920. At the election of 1920, he was elected Financial Secretary and Business Agent, and was installed in those positions in January, 1921. At the succeeding election the position of Business Agent was attached to that of President and Brother Johnson was reelected Financial Secretary and is now serving his second year in that position. He is also a member of the Executive Board of the Local. In this capacity he is serving his third year. He is a conductor of eight years' experience with the Grand Rapids Railway Co., and is 31 years of age. He is regarded as a cautious official of the Local and an A. No. 1 Financial Secretary.

dividends, despite the heavy drains made by the strike last year.

Staunton's prosperous co-operatives have been built up through patient, persistent effort. All over the country other communities have shared the same good fortune of Staunton's workers by the same method --co-operation. They are re-discovering the first law of present-day society, which is that health, happiness and prosperity come to those who help each other in producing and distributing the necessities of life.

Co-OPERATION NEWS SERVICE.

Demanding the union label, shop card and button is a duty which we should view as an opportunity to do good rather than an irksome obligation.

A mistake is an opportunity for learning of which we should take advantage when we have failed to practice what we preach in demanding the union label.

Cheap is dear in the long run. Avoid bargain sales and patronize merchants who sell union-labelled goods.

SAFETY FIRST PARCE IN BUFFALO

Statements in Buffalo, N. Y. newspapers should be very enlightening relative to the dangers of attempting to operate street cars with strike breakers upon the streets of large communities. Expressions of street railway companies to the public endeavor to impress the public that there is no other element of the people so intensely concerned in safety first. Safety first slogans are borne upon every street car, posted in every station, and every public place available to railway managements, and upon all literature issued by street railway companies. No one will question but that this is commendable. However, the seriousness of some companies in professing this wonderful interest in safety first is disclosed in the attempts of such companies to destroy the citizen right of the wage earners to organize and enjoy collective bargaining. Buffalo is a fair sample. Much more is known to those who are closely observing the operation of street railways upon the streets of the city of Buffalo, than is published in the Buffalo newspapers. However, those newspapers carry tragic warnings to communities that have given concessions to private corporations to operate street cars, that those concessions should be subject to complete regulation by the municipalities or communities so granting the concessions—franchise privileges.

Richard Linthicum, a political director of publicity, states that woolen manufacturers who recently gave their workers an increase of 12½ per cent in wages, now calculate this advance at 10 cents a yard on their fabrics. Some independent mills which followed the lead of the American Wollen Company in raising wages, have announced increases of from 25 cents to 35 cents a yard on worsteds for men's wear. The Boston Transcript reports there will be a further enhancement of prices to cover the high cost of wool. This increase, due to a dearer wool, the Transcript says, will result in a considerably higher figure than ten cents a yard. The public is going to pay the increase in wages granted the employees of the wollen mills, and a good deal more besides. Clothing will be further increased to workers, and to their children's clothing will be added a large part of the 12½ per cent added to their wages.

Mr. Thomas E. Mitten has resigned as President of the Philadelphia Rapid Transit Company. Others of the Mitten Management in Philadelphia had previously resigned from the service of that company. Mr. Mitten still retains his position as a director. Mr. Tully, who is Mitten's lieutenant in Buffalo, resigned as a director of the P. R. T. company. It is some change in the personnel of the Mitten Management in the Quaker City. Of course, dissatisfaction in the official staff, or with the official staff is the natural cause. How long will the redeeming policy of the Mitten Management continue in Buffalo?

A FRIEND OF MAN

(By Sam Walter Foss)

There are hermit souls that live withdrawn,
In the place of their self-content;
There are souls like stars, that dwell apart,
In a fellowless firmament.
There are pioneer souls, that blaze their
paths,
Where the highways never ran;
But let me live by the side of the road,
And be a friend to man.

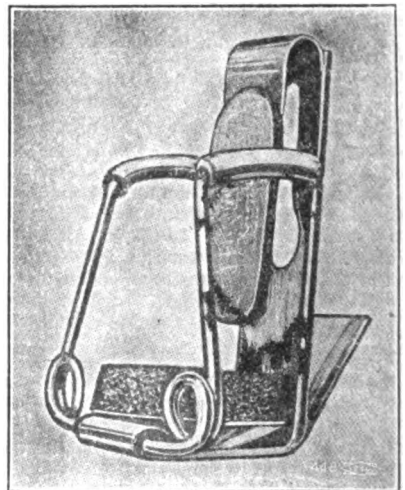
II

Let me live in a house by the side of the
road,
Where the races of men go by;
The men who are good, and the men who
are bad,
As good and as bad as I.
For why should I sit in the scorner's seat,
Or hurl the cynic's ban?
Let me live in a house by the side of the
road,
And be a friend to man.

III

I know there are brook-gladdened meadows
ahead,
And mountains of wearisome height;
And the day passes on through the long
afternoon,
'Till it fades at last into night.
But I turn not away from its smiles and its
tears,
All parts of an infinite plan;
So I'll live in my house by the side of the
road,
And be a friend to man.

Motormen's Non-Magnetic Watch Holder



A practical little holder adjusted for any size watch. May be attached to head of screw in frame of car. Saves motormen's time and promotes "Safety First." May be conveniently carried in pocket when not in use.

Wanted: Motormen and Conductors to act as Agents. Send 50c in money order or stamps for sample. Sent to any address in United States prepaid. W. C. WILLIAMSON
22 Arbor St., E. E. Pittsburgh, Pa.

ALLIANCE, OHIO AGREEMENT

ARTICLES OF AGREEMENT

This agreement made and entered into at Alliance, Ohio, this first day of May, A. D. 1923, by and between the Stark Electric Railroad Company, its successors and assigns, PARTY OF THE FIRST PART (hereinafter for convenience called the "Company") and the Amalgamated Association of Street and Electric Railway Employees of America, Division No. 360 of Alliance, Ohio, PARTY OF THE SECOND PART (hereinafter for convenience called the "Association.")

WITNESSETH:

That in the operation of the lines of Party of the first Part both parties hereto mutually agree as follows:

Sec. 1, Art. 1. The Company through its properly accredited officers agrees to meet and confer with the properly accredited officers and committees of the said Association, upon any and all questions which may from time to time arise between them.

Sec. 1, Art. 2. It is understood and agreed that the Association will assist the Company in securing good, competent men for service, and members of the Association shall be given preference, if competent, when employing men. The Company reserve the right to employ men who are not members of the Association.

Sec. 2, Art. 1. A Motorman and Conductor shall be in charge of all cars except when barn men are stubbing out between office and car barn and in yard limits or taking trainmen to or from the barns. Conductors in charge of Line Cars, work cars, snow sweeper and plows, and wreck cars, shall when on duty render all possible aid and service.

Sec. 2, Art. 2. Motormen and Conductors shall be entitled to the runs in accordance with their seniority in the service of the Company; the longest in continuous service shall have the first choice of runs; and so on down the list until all runs are filled. Should any motorman or conductor refuse to sign he shall be placed at the foot of the extra list until the next regular sign up, when he shall again be privileged to sign if he chooses.

Sec. 2, Art. 3. After a sign up has been posted each man shall have (3) hours to sign after he has been notified that it is his turn to sign. If he fails to sign within the (3) hours, he shall go to the foot of the extra list until the next semi-annual sign up is posted.

Sec. 3. All crews required to handle express regularly shall be paid 25¢ each per day in addition to the regular passenger rate. Stark Electric freight crews, helper not included, shall receive 5¢ each per hour in addition to the regular passenger rate.

Sec. 4. Conductors and Motormen required to make out an accident report shall each receive 25¢ for each report, when the same are properly made out. The day men shall file said report when run is finished and the night men by noon the following day. When employees are required by the Company to instruct new employees, they shall, in addition to their regular compensation, receive the sum of 5¢ per hour.

Sec. 5, Art. 1. If the Company requires regular Motormen or Conductors operating passenger runs to go to work earlier than their regular starting time or keeps them out later than their regular relief time, such motorman or conductor shall receive time and one-half for platform duty. Time of 30 minutes or less shall not be considered as over time.

Sec. 5, Art. 2. On line, freight, work and maintenance cars, manned by regular assigned crews, over time will start after twelve hours service.

Sec. 5, Art. 3. When Motormen or Conductors mutually agree to relieve each other, over time is not considered, such mutual agreement must not be made without the consent of the Company.

Sec. 6. Motormen shall rank on the list as Motormen from the time they are turned in as such, and Conductors shall rank on the list as conductors from the time they are turned in as such, and under no circumstances shall any motorman or conductor be placed on the opposite list except at the foot of the same.

Sec. 7. Any Motorman or Conductor placed temporarily in other employment by the Company, shall be entitled to his run at the expiration of said other employment. Any member of the Association who shall be elected to office, or assigned to any duties by the Association which requires his temporary absence from runs, shall be granted leave of absence without pay, and upon his return shall be

entitled to his respective runs or places upon the board. If the Company places a Motorman or Conductor in a permanent position, said motorman or conductor must surrender all his rights as Motorman or Conductor after 90 days.

Sec. 8. Any member of the Association who may be suspended or discharged shall be reinstated to his former position in the service of the Company and paid for all time lost, if after investigation he is found not to be at fault.

Sec. 9. No Motorman or Conductor serving time shall be asked to report, and any motorman or conductor serving time who goes to work before said time has expired, shall be considered to have served his full time. It is further understood that no regular motorman or conductor shall be placed on the extra list unless agreed to by both parties.

Sec. 10, Art. 1. In case of discharge or suspension by the Company of a motorman or conductor, he shall have the right within the next 48 hours to demand the reason for such discharge or suspension same to be made in writing, and it shall be the duty of the Company within 48 hours after such demand, to furnish in writing the reason for such discharge or suspension and the Company shall thereupon be notified within 48 hours in writing as to any action that shall be taken.

Sec. 10, Art. 2. It is agreed by the parties hereto that in case any member is suspended or expelled by the Association for the violation of its laws, upon the presentation of proof of the same, he shall be dismissed from the service of the Company.

Sec. 11. Conductors and motormen in the service of the Company for a period of six months desiring a leave of absence shall notify the Company in writing thirty (30) days prior to the time they desire same. This request shall be granted, providing the Company is able to secure men to take their places. Not more than one Interurban motorman and conductor and not more than one City motorman and conductor shall be granted a leave of absence at one time, covering a period of thirty (30) days with the privilege of renewal of thirty (30) days, (60) days shall cover the length of leave of absence at any time. When the trainmen have been granted a leave of absence and wish to return to work before the expiration of such leave, they shall notify in advance that they wish to return and upon re-entering the service, they must work as extra men until the expiration of such leave of absence. Not more than one leave of absence will be allowed to an employee in any one year.

Sec. 12, Art. 1 All runs shall be open for assignment, semi-annually, May 1st and November 1st. When any run is declared vacant (by discharge or resignation of conductor or motorman) or new runs added, or runs taken off, all runs effected as to seniority shall be open for assignment. When runs are shortened or lengthened all runs effected as to seniority shall be open for assignment. It is agreed that no motorman or conductor will be allowed to move from the run selected at the regular semi-annual assignment unless he has been displaced by a man older in the service.

Sec. 12, Art. 2. In case a vacancy occurs between the semi-annual assignment by death, resignation or otherwise, then the seniority rights determined in this contract shall be strictly observed, and assignment made in accordance therewith. But under no circumstances will the trading of runs be permitted.

Sec. 13. All regular runs shall remain as at present, except for such changes as may be necessary, when the service is increased or decreased or new time cards are required.

Sec. 14. Grievances of individual employees, or of the employees as a whole, shall first be taken up by the individual or individuals with the head of his or their department before lodging a complaint with the Association, and in the event of failure to adjust the grievances in this manner, it shall be taken up by the duly accredited officers of the Company and the Association, who shall attempt to adjust and settle the same. In the event of a failure to reach an amicable adjustment, the matter shall be submitted to arbitration as hereinafter provided.

Sec. 15. A motorman or conductor in the service of the Company for a period of one year, shall be granted an annual pass for his wife.

Sec. 16. After any regular conductor or motorman is off duty for any cause for 5 days, his run must be given to the oldest conductor or motorman applying in writing for same, such application must be made prior to the expiration of the aforesaid 5 days.



\$25 A DAY
Selling Shirts

Large shirt manufacturer wants agents to sell complete line of shirts, pajamas, and nightshirts direct to wearer. Advertised brand-exclusive patterns—easy to sell. No experience or capital required. Entirely new proposition. Write for free samples.

Madison Shirt Co., 503 Broadway, N.Y.C.

Sec. 17. City motormen or conductors shall be given preference in Interurban service over new employees, and in case the said City motormen or conductors fail to qualify, they shall be reinstated in their former positions and seniority. After 90 days service as an Interurban motorman or conductor, he shall relinquish all rights as a City motorman or conductor.

Sec. 18. Position for helper on Baggage car shall be filled from Interurban motorman and conductors extra list, if available.

Sec. 19. The rate of wages of all motormen and conductors shall be as follows for the year beginning May 1st, 1923.

Interurban Motormen and Conductors	
For the first year.....	51¢ per hour
For the second year.....	53¢ per hour
For the third and thereafter.....	56¢ per hour
City Motormen and Conductors	
For the first year.....	48¢ per hour
For the second year.....	50¢ per hour
For the third and thereafter.....	53¢ per hour

Sec. 20. Conductors after having 5 days pay coming to them from the Company shall be furnished Ten Dollars (\$10.00) in change for the operation of the service on the car—money to be obtained from the Auditor.

Sec. 21. All cars shall be equipped with one pair of trolley pick ups, for the use of the motorman and conductor in clearing the line as may be necessary in the saving of life and property, and with a chair for the use of the motorman.

Sec. 22. It is agreed that no official of the Company shall take out a run of any kind except in case of emergency.

Sec. 23. No motorman or conductor shall be called to operate the opposite end of the car when there are extra men available.

Sec. 24. Any motorman or conductor who leaves the service of the Company and who again enters the service, within a period of (2) years, shall be entitled to the rate of pay as per rate for length of time previously in the service.

Sec. 25. City men transferred to Interurban service shall go to the foot of Interurban seniority and the rate of pay shall be as of a new employee, except that they will not be required to accept a less rate than they were receiving on the city lines.

Sec. 26. New employees shall receive from the Company Two Dollars (\$2.00) per day (of ten hours) while being instructed as motorman or conductor. Failure to qualify as such, motorman or conductor will debar from receiving pay.

Sec. 27. Any motorman or conductor called for or who finishes work on a shorter time run, shall be paid for the time of his regular run.

Sec. 28. If motormen or conductors are required to dead head to or from work, they shall be paid for the dead head time.

Sec. 29. When trainmen are called to the division office for investigation of an accident, after having made out a satisfactory accident report and sufficient witnesses secured, they shall be paid for all time time used in the investigation, at his regular rate of wages.

Sec. 30. All work on Freight Trains consisting of more than two cars shall be manned by three (3) men as follows: Motormen, conductor, competent brakeman to be taken from seniority list.

Sec. 31. When conductor and motorman are called for service and not used they shall each be paid for two hours time.

Sec. 32. This agreement shall constitute and govern the working conditions between the employees members of said Association, and the Company, for and during the period beginning, May 1st, 1923 to May 1st, 1924. Either of the parties, hereto desiring a change in any section or sections, of this agree-

ment, shall notify the other in writing of the desired change or changes thirty (30) days prior to the ending or expiration of this contract. The party hereto that receives notice that a change or changes is desired shall reply in writing fifteen (15) days prior to the expiration of this contract. Under such notice the agreement shall be open and such change or changes desired shall be considered, otherwise this agreement shall continue in force and effect from year to year.

Sec. 33. Should any differences arise which cannot be mutually adjusted through conference between the officers of the Company and the Association, the question in dispute shall be immediately submitted to a Board of Arbitration. One Arbitrator shall be selected by the Company, and one by the Association. If the two thus selected should fail within two (2) days to settle the matter in dispute, they shall forthwith select the third Arbitrator. If the two Arbitrators selected by the Company and the Association, within one day fail to agree upon a third Arbitrator, then in that event the Industrial Commission of Ohio shall select a third. The decision of any two of the Arbitrators thus selected shall be final and binding upon both parties, each party shall pay the expense and charges of the Arbitrator selected by it, and the expenses of the third Arbitrator and any other incidental expenses, when necessary, shall be equally divided between the parties hereto. Any question submitted for Arbitration shall be decided within thirty (30) days from date of submission, and a copy of said decision, shall be furnished to each of the parties in writing and signed by the Arbitrators agreeing thereto.

Sec. 34. Any member of the board of Arbitration, appointed in the manner herewith provided, may upon request have in attendance at the conference of the board of Arbitration, a stenographer whose remuneration shall be paid by the party or parties so making the request.

Sec. 35. In consideration of the foregoing the Association agrees that its membership shall use its influence and best endeavors to promote and advance the prosperity of the Company.

It is the well settled intention of the said Stark Electric Company to direct the Management of the said Company by whomsoever exercised, to observe at all times and under all conditions the common rules of justice, right and impartiality, in administering the affairs of the said Company, with respect to the members of Division No. 360 who are parties of this Agreement and inasmuch as the interests and the continuing prosperity of the said Stark Electric Railroad Company and of its employees are dependent on and best conveyed by a faithful co-operation between the said Company, and its employees, we of both parties to this Agreement hereby declare it to be our purpose, to do all things needful to secure that desired co-operation and that will be mutually advantageous, in the future, to all concerned.

IN WITNESS WHEREOF said FIRST PARTY has caused its name to be affixed by its PRESIDENT AND SECRETARY, and the said SECOND PARTY has caused its name to be affixed hereto by its PRESIDENT AND SECRETARY.

THE STARK ELECTRIC RAILROAD CO.
WITNESS: M. S. MELBOURNE, Pres.
CHARLES LE GALLE. WM. E. DAVIS, Sec'y.
RUB. HARMON. H. W. WITHERSPOON,
Gen. Manager.

THE AMALGAMATED ASSOCIATION OF STREET AND ELECTRIC RAILWAY EMPLOYEES OF AMERICA, DIVISION NO. 360 OF ALLIANCE, OHIO.

A. F. RIDDLE, President.
WILL J. ROBINSON, Secretary.
JOHN SPENCER, Member of Committee.
IRA A. WATSON, Member of Committee.

WITNESS:
ELSWORTH JOHNSON.
F. E. WITHERSPOON.

Thinking you should do a thing will never get you anywhere except it is followed by action. Demand the union label, card and button.

The value of the union label is the use we make of it.

The union label stands for the "square deal."

Price List of Association Supplies

Official Seal	\$5.50
Propositions for membership blanks, per 100	.50
Rituals, each	.35
Withdrawal cards, each	.05
Traveling cards, each	.05
Duplicate report books, each	2.00
Constitutions, in lots of 100 or more, per 100	4.00
Constitutions, in lots of less than 100, each	.05
Financial secretary's order book on treasurer	.35
Treasurer's receipt book	.35
Association badges, rolled gold, each	.50
Association badges, solid gold, each	1.10
Association buttons, gold plate, each	.30
Association buttons, rolled gold, each	.50
Association buttons, solid gold, each	1.10
Emblem cuff buttons, per pair	1.10
Emblem the clasps, each	.70
Association charms, each	1.10
Association lockets, each	1.75
Cuts of official seal for use on printed matter, plain, each	.70
Cuts of official seal, with flag design	2.00
Transfer Cards, each	.05
Recording secretary's minute books, 300 pages	1.25
Gift Seals, per box 50	.50
Loose leaf membership ledgers. Ruled and printed on both sides, providing for a 12 year record of the payment of dues by your members.	
Loose leaf post binder, canvas with leather corners, each	4.50
Price of sheets, in lots of less than 100, each	.025
In lots of 100, or more, per 100	2.50
In lots of 500, or more, per 500	11.00
In lots of 1000, or more, per M	20.00
All orders must be accompanied by express, post-office money orders or draft. No personal checks accepted. Otherwise supplies will not be forwarded.	

PAINT

SAVE MONEY—ORDER BY MAIL DIRECT FROM MAKERS
Our 32 page Illustrated Booklet, "The Magic Story of Paint and Varnish" will tell you how best to select paint for the longest wear for best results, at the lowest price. It contains full instructions compiled by an old Master Painter, for the application, as well as other essential things to know about paint and its uses. This valuable Book together with sample for testing and color cards FREE.

WRITE TODAY

G. E. LIVELY & CO., 439 United Bank Bldg.
Cincinnati, Ohio.

PILES DON'T BE CUT

Until You Try This Wonderful Treatment
My internal method of treatment is the only correct one, and is sanctioned by the best informed physicians and surgeons. Ointments, salves and other local applications give only temporary relief. If you have piles in any form write for a FREE sample of **Page's Pile Tablets** and you will bless the day that you read this. Write today. **E. R. Page, 307R Page Bldg., Marshall, Mich.**

PATENTS

Procured. Send sketch or model today for examination, prompt report and advice. No charge for preliminary advice. Write for free Booklet and blank form on which to disclose your idea. Highest references. Promptness assured. **CLARENCE A. O'BRIEN,** Registered Patent Lawyer, 513 SOUTHERN BUILDING, WASHINGTON, D. C.

U. S. Treasury Savings Certificates are backed by all of the resources of the United States Government and are on sale at all postoffices. They afford the best savings means as they pay good interest, are non-taxable and can be converted into cash whenever needed.

OWN
this
GENUINE
Drop Forged
Steel



ASTRA Automatic
Buy direct from sole U. S. Importers and **Save 1/2**

Recognized by authorities as the finest European Pistol. The standard of the Spanish Army and after exhaustive tests was adopted by the French during the War. The equal of any similar American weapon which sells for twice the price.

You save Jobber, Wholesaler and Retailer profits by ordering direct from us at these special prices.

\$8.95 35 CALIBER 7 Shot AUTOMATIC
\$10.95 32 CALIBER 10 Shot AUTOMATIC
Includes Case Magazine

Both Models Shoot Any Standard Ammunition

WARNING! Cast iron guns are very dangerous! We guarantee every ASTRA to be brand new and of Drop-Forged Steel Thruout! Before buying any weapon, **INSIST** on this guarantee. We also absolutely guarantee the ASTRA against inferior workmanship! If you are not entirely satisfied, return within 10 days and we will immediately refund your money

SEND NO MONEY

—unless you wish. Just write your name and address clearly—state the model you wish. We will ship by return mail. You pay the postman (plus postage) when it arrives. Write for our new firearms catalog.

California Trading Company
Dept. K-8. Terminal Bldg. Los Angeles, Cal.

Cured Her Rheumatism

Knowing from terrible experience, the suffering caused by rheumatism, Mrs. J. E. Hurst, who lives at 508 E. Olive St., C-611, Bloomington, Ill., is so thankful at having cured herself that out of pure gratitude she is anxious to tell all other sufferers just how to get rid of their torture by a simple way at home.

Mrs. Hurst has nothing to sell. Merely cut out this notice, mail it to her with your own name and address, and she will gladly send you this valuable information entirely free. Write her at once before you forget.

GO INTO BUSINESS YOURSELF

Get out of the salaried class. Be independent of your job. Big new uncrowded field offers unlimited possibilities for making BIG money in every town or city. Make \$100 and more weekly as Floor Surfacing Contractor. Every floor, old or new, is your prospect. Experience unnecessary. "American Universal" electric machine does work of six men, assuring BIG profits. Positive guarantee and 5-day trial offer protect you. Write today for complete details of what others are doing.

AMERICAN FLOOR SURF. MACH. CO.
509 S. St. Clair St. Toledo, Ohio

25 Song Parodies 25c



Be a parlor entertainer. Make a hit with the crowd. 25 parodies including "Georgette," "Hot Lips," "The Sheik," "Three O'clock in the Morning," "Tomorrow," and all the big hits mailed on receipt of 25c in stamps—special get acquainted price.

THOMAS BROWN
6269 Delmar St. Louis, Mo.

FASHION LETTER

The change in style which the Spring Fashions indicate, are principally in little things. On the whole, the silhouettes and general effect is as it was in the foregoing season, and all models have the quality of wearableness. The position of the waistline and the hem line is left to the wearer. A few draped gowns show the waistline at normal, others show it lower.

Customers cut on slender lines have the preference. The hip band blouse, which is worn over the skirt, is the blouse style most popular.

For daytime suits and costumes, crepes and twills are in vogue. Taffeta, gingham, ratine, printed cottons and linen are shown for warm weather and country wear.

The new fabrics are fascinating and very colorful. They are well adapted to the simple styles for which elaborate materials are best.

The combining of plain and figured materials is a detail of many new frocks.

Sports clothes show much individuality of design, in very slender and also in flared outline.

Coat suits are very popular, both in two or three piece combinations.

As the season advances, capes will be more favored, especially for the three piece costumes.

The new cape models are in $\frac{3}{4}$ length or less, and preferably in circular effect.

Sleeveless jackets and boleros are worn with dresses and also with waists—and skirts.

On a smart coat frock a tiny bolero is a chic' addition.

Brown is the popular color. Green too is much favored. Green and brown is being combined in afternoon frocks and in three piece costumes.



4051. Misses' Dress.

Cut in 3 Sizes: 16, 18 and 20 years. An 18 year size requires $5\frac{1}{2}$ yards of 32 inch material. For trimming as illustrated $1\frac{1}{2}$ yard is required. Price 12¢.

4352. Girls' Dress.

Cut in 4 Sizes: 8, 10, 12 and 14 years. A 10 year size requires 3 yards of 40 inch material. Price 12¢.

4337. Ladies' Apron.

Cut in 4 Sizes: Small, 34-36; Medium, 38-40; Large, 42-44; and Extra Large, 46-48 inches bust measure. A Medium size requires $3\frac{1}{2}$ yards of 36 inch material. Price 12¢.

4348. Girls' Dress.

Cut in 4 Sizes: 4, 6, 8 and 10 years. A 10 year size requires $3\frac{1}{2}$ yards of one material 36 inches wide. Price 12¢.

4040-4286. Ladies' Costume

Blouse 4040 cut in 6 Sizes: 34, 36, 38, 40, 42 and 44 inches bust measure. Skirt 4286 cut in 6 sizes: 25, 27, 29, 31, 33 and 35 inches waist measure. To make this dress as illustrated for a medium size requires $8\frac{1}{2}$ yards of 36 inch material. The width at the foot is $2\frac{1}{2}$ yards. TWO Separate patterns, 12¢ FOR EACH pattern.

4018. Girls' Dress.

Cut in 4 Sizes: 6, 8, 10 and 12 years. A 10 year size requires $3\frac{1}{2}$ yards of 32-inch material. Price 12¢.

4334. Ladies' House Frock.

Cut in 4 Sizes: Small, 34-36; Medium, 38-40; Large, 42-44; Extra Large, 46-48 inches bust measure. A Medium size requires $4\frac{1}{2}$ yards of 36 inch material. The width at the foot is $2\frac{1}{2}$ yards. Price 12¢.

4342. Ladies' Blouse.

Cut in 7 Sizes: 34, 36, 38, 40, 42, 44 and 46 inches bust measure. A 38 inch size requires 2 yards of 36 inch material. Price 12¢.

FASHION BOOK NOTICE

Send 12¢ in silver or stamps for our Up-to-Date Fall and Winter 1922-1923 Book of Fashions, showing color plates, and containing 500 designs of Ladies', Misses' and Children's Patterns, a Concise and Comprehensive Article on Dressmaking. Also Some Points for the Needle (illustrating 30 of the various, simple stitches) all valuable hints to the home dressmaker.

Send 12¢ in silver or stamps for our UP-TO-DATE FALL AND WINTER 1922-23 BOOK OF FASHIONS.

Send all orders for patterns and catalog direct to the Beauty Pattern Company, Dept. M. C., 1188-90 Fulton Street, Brooklyn, N. Y. Be sure to give number and bust and waist measure ladies patterns and number and age for children's patterns.

Where two numbers appear on one design, two patterns are illustrated and 12¢ should be forwarded for each. Ten days should be allowed for delivery of patterns.

Rapid Ready Change Maker

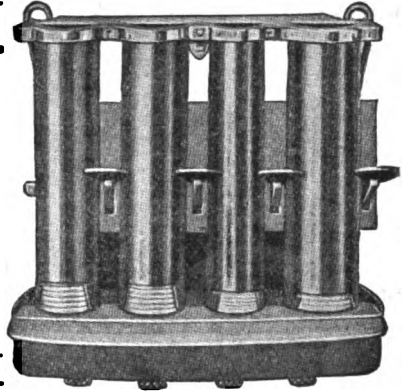
LEVER OPERATED

(Model 1921)

After twenty-five years experience manufacturing change carriers, being the first to originate such a device, we offer our new model, which by a simple adjustment throws ONE to FIVE coins from one or all tubes in any combination wished.

Holds fifty per cent more coins than other makes, with many new features not possible in others, that speed up fare collections. No springs to get out of order, will never rust or tarnish. Agents most cities, where not, will send for \$4.25. One style does for quarters, dimes, nickels or pennies. Our Slip Carrier, so well known is \$2.50 either style, nickels or pennies.

A. F. NELSON, MFR.

907 N. Front St.,
Harrisburg, Pa.Agents wanted
Special prices.

J. L. LYNCH

MEMBER DIV. 341

MANUFACTURERS OF

Union Buttons, Badges

Banners, Flags

326 N. MADISON ST. 4th Floor
MADISON TRUST BLDG., CHICAGO, ILL.Detroit Regulation
Motorman and Conductor's

UNIFORMS

Standard-weight, fast-
color serge of guaran-
teed dependability

Specially Featured at

\$27.50

Union-made, expressly for D. S. R., D. U. R. and M. U. R. car men. Three-ply properly padded, shape-retaining coat fronts; linings of best sea-island cotton; chamois arm-pit sweat-shields; closely woven drill or duck non-sagging pockets. We'll fit you—whether tall, short, slim, stout or extra large.

Extra fine quality serge Uniforms
\$33.75

Clayton's

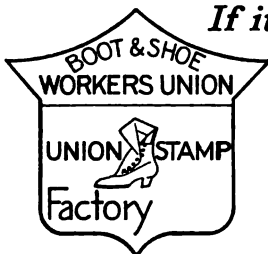
Clothing Hats Furnishing
Michigan at Shelby since 1883

TRACTION UNIFORMS

UNION MADE

Write for Catalogue
Samples & Prices.

The Fechheimer
Bros. Co.
CINCINNATI, OHIO.



If it is Your Idea, in the Buying of Shoes

to give your support to the Union Stamp, which means
Labor Employed under Fair and Just Conditions

then—**Insist** upon having
Shoes bearing the Union Stamp

BOOT AND SHOE WORKERS' UNION

246 Summer St., Boston, Mass.
Collis Lovely, Pres. Charles L. Baine, Sec.-Treas.

SUPPORT UNION LABOR

THE PEOPLES STATE BANK

MEMBER FEDERAL RESERVE BANK

Capital, Surplus and Undivided Profits \$14,000,000



Twenty-six branches conveniently located bring the service of this great institution directly to your door.

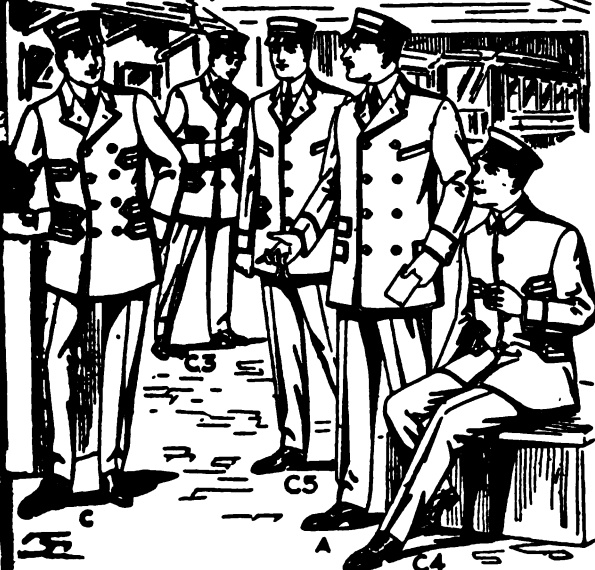
BRANCHES

HARPER AND TOWNSEND
7879 JEFFERSON WEST
BAKER AND TWENTY-THIRD
MICHIGAN AVENUE AND JUNCTION
MICHIGAN CORNER ADDISON
WARREN AVENUE AND THIRTIETH ST.
GRAND RIVER AND BROOKLYN
GRAND RIVER AND HOLMUR
CLAIRMOUNT AND LINWOOD
1523 WASHINGTON BOULEVARD
WOODWARD, CORNER PIQUETTE
OAKLAND AND KENILWORTH
WOODWARD AND ALEXANDRINE

FERNDALDE AND LAWNDALE
HASTINGS, CORNER ERSKINE
GARFIELD, CORNER RUSSELL
RUSSELL, CORNER LYMAN
GRATIOT, CORNER RIOPELLE
CHENE, CORNER MILWAUKEE
CANTON, CORNER GRATIOT
FISCHER, CORNER GRATIOT
MACK, CORNER BALDWIN
FOREST AND CADILLAC
KERCHEVAL AND LAKEVIEW
JEFFERSON, CORNER BENTLEAD
TWELFTH AND SEWARD

To be well dressed and
neat in appearance, order

BATCHELDER MADE UNIFORMS



QUALITY & STYLE MAKE
BATCHELDER MADE UNIFORMS
A SOURCE OF SATISFACTION
TO EVERY WEARER.

For Sale by Dealers

WRITE FOR SAMPLES

FRED M. BATCHELDER CO.
120 HARRISON AVENUE
BOSTON

JUL 13 1923

The Motorman and Conductor

"Freedom Through Organization"





Style No. 20

Wear Better Uniforms

BY putting your trust in a Bloch Uniform of quality you insure yourself against dissatisfaction.

Twenty years of knowing how has enabled us to offer Traction men everywhere the best uniform that money can buy.

Strength in every part that has a strain, materials of proven long-wearing value, design and tailoring of a superior quality that assures every customer the comfort and appearance he enjoys.



Ask your dealer for a Bloch Uniform of Quality. It will pay.

The
Bloch
Company
Cleveland, O.

*Send me, free, a
Trolley Jim Time Book.*

Name.....

Address

The Bloch Company
Uniforms of Quality
Cleveland - Ohio



The Motorman and Conductor



Vol. 31

DETROIT, MICHIGAN, JUNE 1923

No. 7

Published monthly by the Amalgamated Association of Street and Electric Railway Employees of America.
W. D. Mahon, President
60 East High Street, Detroit, Michigan

Entered at the Post Office as Second Class Matter
Accepted for Mailing at special rates of postage provided for in Section 1103, Act of October 3, 1917.
Subscription Price - - - - - \$.75



STAFF OF OFFICERS OF DIV. No. 779, SIOUX CITY, IOWA

Fourth from the left in the row standing is International Vice-President J. B. Wiley, who is Business Agent of Div. No. 441, Des Moines, Iowa.

NATIONAL STABILITY APPEALS FOR INDUSTRIAL EQUITY

The Governmental processes of the nations of the earth measure the patriotic devotion of the peoples of the nations to systems of government. Turbulences in civic and industrial affairs demonstrate this in every nation upon the face of the earth. Some nine years ago a war developed in Europe that eventually included most of the nations. There is a question mark suspended over the suggestion or advertised use of that world war. However, no authority has been found that will deny that the war resulted over governmental processes of the nations with which it actually started and that nations involved in it were involved through the governmental processes

of those nations. Historians will tell the results of that war. The pupils in our schools on to the many coming generations will be educated to the results of that war as written by those historians. The real gist of the historical fact will be that one element of the contestants was defeated by the other. But what step in the way of progress the nations made will yet remain problematical, as will also the achievements attained by the victors and the degree of spoliation of the defeated contestants. It will remain that during the progress of that war elements of both contestants sustained changes in national processes. On the one side one of the early participants in active warfare—Russia—sustained such a revolution in governmental processes: to invoke the disgust and condemnation of its immediate

diate allies. Let us mark the enthusiasm that prevailed in Russia in taking up the war club with the purpose of subduing Germany, Austria and their allies. Can one measure the devotion and faithfulness of the purpose of the Russian people? Their patriotism to the processes of their government? No nation involved in the war suffered greater sacrifice of life or more exhaustive impairment in finance and industry. The result is, as it is observed by others, that the administrative control was wrecked and a new system of control has been set up in Russia. Does anyone deny that the inclinations of the Russians had nothing to do with this transformation? Is it not reasonable to presume that Russia's multitudes were forcefully impressed by a system of industrial control uninviting of patriotic support of the Russian governmental policies? Certainly one, a hundred, a thousand men could not have accomplished such an overthrow within the masses of more than 160,000,000 men, women and children.

Now we will pass to the other side of this memorable horror, styled the World War. The purpose needs only lead us to Germany, an imperial element, a nation that was ruled by a governmental regime that the results of the war have proved was not popular with the 65 millions of men, women and children of that nation, by whom a new system of government has been established.

The experience of the nations in the World War, as resultant from that War, seem impressive that the peoples of those nations had less sympathy with the struggle of their respective nations than is naturally evoked by a profound government patriotism. Of course, Germany is the land of the Germans. Russia is the land of the Russians. Austria is the land of the Austrians, etc. Naturally a type of government should be elective by the people, should the people be permitted to determine, that would incite that profound patriotism necessarily protective of the governmental principles installed. Where the majority rules, one cannot dispute the natural popularity and rightfulness of that rule. It is a people's rule—a people's government. The stability will be maintained so long as the people's voice and desires are satisfied in the policies pursued in the various courses of the government. A possible minority not satisfied would have no radical means of overcoming the majority.

We now may well ask: Who constitute the majority of the people within a government controlled by the voice of the people? What makes up the majority rule where governmental conditions exist under which the majority may rule? No one will question but that the farmers and wage workers constituted the majority of the people of Russia, Germany and other nations in which we have noted changes in the forms of government. No one may question but that in all nations where the policies of government are based upon a majority sentiment, but that the vast majority comprise farmers and wage earners. Those who

understand the influences, each upon the affairs of the other, of these two elements of governmental life, understand that they are interdependent. Their interests are common. They are both producers. They naturally intermingle in installing the governmental control element.

Is it not natural that wherein the government control element consorts with popular approval the government is stable and can rely upon the devotion of the majority of the people?

Changes in policies of governmental control come through the progression of the people, understood by majority expression only. When a governmental control veers from this course and can persistently move from the majority expression, only such disobedience can the stability of the government be menaced.

Without question, the two large governments of long standing within which the popular voice has the power of governmental control, are the free states of the British Empire and the United States. In those nations authority in governmental affairs comes of the majority as expressed at periodical elections by the people. No law can long remain in violation of the popular will as expressed by a majority of those participating in that expression and it matters little whether it be a legislative act or law fixed by court decision or precedent. When the people unite in protest such law or governmental policy must cease. The form of government is stable with such means of remedy.

Labor in the States and in Canada has a means of shifting the responsibility for governmental control. If labor's voice is not sounded in the expression of the majority, it is labor's fault and it is due to neglect of participating in formulating the majority expression.

Is it not natural that the force for progression is in the centralized proclamation of popular opinion?

When a court annuls a law enacted by a legislative body, elected by the people, the first subject in disposing of the case that receives the consideration of the court is as to what effect in moulding popular opinion adverse to the court, will the annulment of the law have. We see in the recent decision of the United States Supreme Court upon the Child Labor Law that the nine members of the Supreme Court were divided in their opinion. Part of the members of the Supreme Court held that the law was constitutional. The majority of them held that the law was unconstitutional. How is the layman to determine which of these two sets of lawyers was right in their conclusions? Does anyone assume that the question of right was considered by those two sets of lawyers in disposing of the case? Isn't it more natural that they were at divergence on what effect the decision would have upon the public?

Naturally, one cannot be elevated to the Supreme Court of the United States except that he is so qualified in his knowledge of constitutional law that he may be depend

able in his decisions. Yet here we see one set of attorneys, whose ability must have been so estimated, in direct divergence with another set of lawyers whose qualifications, in the opinion of the appointive power, were equally supreme and unfailing.

Again, we see this same Supreme Court divided five to four in their declaration of the unconstitutionality of the Minimum Wage Law of the District of Columbia and many of the States. In Canada there exists a Fair Wage Law to which this same reasoning may be applied. But how is Canada to determine the rightfulness of the Fair Wage Law by the service of the reasoning of the Supreme Court thereupon. Four of them declared the Minimum Wage Law, on the same principles upon which stands the Canadian Fair Wage Law, to be constitutional. Five of them with equal qualifications in jurisprudence declare the Minimum Wage Law unconstitutional.

In passing upon this Minimum Wage Law, can anyone assume that the real constitutionality of the law governed in the decision? Was it not: "What will be the effect upon popular opinion?" "What do the people want?"

Another suggestion relative to courts: A petition for injunction to restrain wage earners who have suspended work to effect a living wage or some more desirable condition of employment, from interfering with the continuance of the industry affected by prevailing upon other workmen to remain away, or from publicly declaring the unfairness of the employing firm, may be denied by one judge and granted by another. This denotes another diversion in the course of jurisprudence in which one may not be criticized in presuming consideration of the influence of popular opinion.

Legislatures in session elected by the people, who, of course, have a purpose in enacting laws, are very gravely controlled by popular opinion. The questions arise with them: "How will this bill, if enacted, into law, be received by the people?" "Will a majority approve of it?" With the legislator it really resolves itself into the question of how the move will be received by the force that placed him in the legislature. That force controls. It is the constructive force that institutes the governmental control rather than the constructive force of the majority that governs, both in legislatures and in judiciary.

The constructive force that maintains governments can well be the constructive force that installs governmental control. Labor is of the strongest and may well be the strongest promotive constructor of public policy. But wage earners are not supreme. There is another great element equally as powerful, numerically, in the free states of the British Empire and in the United States, and that is the farmer element. With these two forces united there could be no other force in governmental control.

The deliberative processes of labor are correct and promotive. All laws promoted

and measures voiced by labor are progressive and in the interest of industry and agriculture. Yet many of these measures are opposed by the majority. The Child Labor Law that has now been declared unconstitutional, was a product of wage earners. Yet we find in the sugar beet fields of Michigan, and in the factories and cotton fields of the South, in fact, in farm and factory ownership of every State, strong elements constituting a majority of the people as a whole, which is contributed to by many wage earners themselves, a power element that will sustain the annulment of the Child Labor Law and the declaring of it unconstitutional by five Supreme Court justices. The father and mother in a wage earning family that are dependent upon the contributions in the way of wages for their little ones; the farmers who depend upon their minor children for much of their prosperity; the cotton growers who profit by child labor; the factory owners and the great telegraph companies with the question placed before them would vote to sustain the declaration that the Child Labor Law is unconstitutional. Would not this element also vote to sustain the Supreme Court in declaring unconstitutional the Minimum Wage Law? Even women will vote in opposition to the promotive measures resultant from the deliberations of labor, although wage earners, organized, were the strongest and most persistent in obtaining to women the right to vote.

It is a gigantic task for wage earners to extend education that a majority of a nation will understand their purpose and establish as the constructive stability of governments the laws and principles which labor seeks. This cannot be done without healthy, vigorous and ever vigilant organization. The workers must educate their associates to the importance of organization. It is the strong fortress. Labor cannot popularize itself with the majority except through organization. Labor cannot even sound its expressions except through organization. Labor can have but little influence with courts except through organization. Labor's principles as expressed through organization are principles that apply to all; that are beneficial to the very vast majority. Yet to get this understood even by courts or legislatures, organization is necessary. Concerted effort must be made and it must be an intelligent, deliberative concerted effort. It must be a systematized concerted effort. It must be abstract from mob violence and mob violence never results from intelligent, deliberative organization. The control of industry must be with those of industry. It must be of the workers and farmers. They are the industrial producers and consumers. With such control rests the stability of any government.

Respect for wage earners and their rights to organization and collective bargaining is necessary to the stability of governments today, in this new era of giant capitalism. Organization is the only avenue to industrial equity.

THE CLOSED SHOP

At the recent convention of the Employers' Association held in New York, one of the speakers seemed very enthusiastic in his denunciation of the trade union movement as being a movement of leaders who govern, or dictate to labor, policies with the sole objective of retaining paying positions in the labor movement. Of course, this method of endeavor to undermine the American labor movement is timeworn. It is of the parrot type. Its purpose is, so far as possible, to lead the public to believe that were it not for the officials of labor organizations the wage workers would meekly and willingly submit to the "benevolence" of profit employing concerns and managements. The speaker committed himself to the idea that were it not for the officers of labor unions there would be no closed shop contention and that labor would be better satisfied and more prosperous.

This proponent of the open shop either does not know or does not sense the fact that wage earners know that the labor movement is not created and sustained by officers of trade unions, but voluntarily created and sustained by the wage workers themselves, and the fact that there are officers of trade unions is due to the orderly organization requiring an agency, and that wage earners really understand that the agency most trustful is created by appointment from their own ranks.

The Employers' Association, of course, as one of the functions of the convention, elect their officers to look after and supervise the affairs of that Association the same as officers are elected to look after and advise in the affairs of labor organizations. The Employers' Association did not go out into the field of wage workers to select their officers. Neither do wage workers go out into the field of employers to select officers for labor organizations.

The so-called closed shop employment is not an inception of trade union officers. It is the product of the understanding of the trade union membership. The open shop employer, when possible, closes his line of employment to members of organized labor and opens the door of employment only to those who can be restrained from organizing, and coercive and dictatorial tactics are used to restrain the workers from organizing.

Let us briefly review the past history of the relations that existed between the workers and the profit-gatherers or those who relied upon the work of others for their opulence.

In the early history of so-called civilization there existed no such class as wage earners. The two classes were the slaves and slave owners. Slaves did the work. They were bought, sold, transferred from one master to another as cattle and produce, and the workers were worked on the same terms that the farmer works his horses and other types of stock today. Until this period ceased through the processes of evolution, of course organization of wage earners

could not have existed. All laws and rules were fixed by the masters—the owners. Of course, there were laws and rules governing, and to an extent controlling the masters, and measuring their license to inflict penalties upon their slaves. We find the world emerging from this condition long after William of Normandy was recognized as the conqueror of England, some more than a thousand years after the birth of Christ.

However, as this emerging process developed, we find that the law makers were yet the masters and when the workers classified themselves as wage earners or were regarded as freemen in their relations in employment, they were not freemen in the making of laws but were regulated by the laws enacted by the master element. Instead of being slaves, they became so-called servants, with the right of individual contract, expressed or implied, under certain limitations, and those limitations were rigid and fixed by the master class. The power of legislation, we are historically told, was with the men who believed their interests antagonistic to those of the workmen, and, of course, all laws made were made favorable to the masters. The British who were the most advanced in liberal thought governing wage earners and wage workers' rights were more liberal than any other nation. In fact, wage workers developed as a class under British rule many years before the workers of any other nation saw the light of day as a wage working class.

We read of a law enacted less than 200 years ago in Britain or at least enacted by a declaration of courts, that any workmen conspiring to obtain more than the rate of wages fixed by law, should, for the third offense, stand in the pillory and lose an ear. This was more than 100 years after the establishment of the British Colonies upon the American Continent. It is presumable that this penalty did not inspire wage earners to violate the law, as they would be physically marked and boycotted for the future. However, this was a very moderate law when compared with the laws existing in other nations governing the acts of wage earners.

We are told that as early as in 1548, a Statute of Edward VI is directed, amongst other culprits against certain artificers, handicraftsmen, and laborers who had "sworn mutual oaths" to do only certain kinds of work, to regulate how such work should be done in a day and what hours and times they should work. The usual penalties of fines, pillory and loss of ears, etc., were to follow a breach of its enactment. This indicates that as early as 1548 there did exist a type of organization among craftsmen and that it had developed to a type of concerted effort in the interest of the wage workers themselves, that it brought forth this vicious law, enacted at the behest of, and by the employing class, as no wage earners were yet in the legislature, or had anything to do or say about the choosing of Kings.

We are told that these vicious laws denying the right of association of wage workers

continued on the Statutes of Great Britain, the most progressive of all of the nations, until as late as 1824.

Reviewing this past history of labor within the most liberal thought of those who were in power, we find it is established that labor was first permitted to openly associate and deliberate upon wages and conditions of employment barely 100 years ago. Within that period has developed the liberal laws in Great Britain but it is within that period that wage earners arrived at a state of classification in which they have enjoyed any privilege of participation in the laws or the choosing or designating of law makers.

In the early history of the United States, after the institution of the United States as a nation, state statutes may be consulted to show that the privilege of voting rested only with those who paid taxes upon not less than a certain valuation of property, a law that well contemplated to establish a master's rule in the United States and the United States has not even kept pace with the progress that has been made in the interest of labor within the British Government, although today the question of voting is not one to be determined by the qualification of tax payments.

As labor has progressed within the past 100 years and become educated, it has begun to think for itself and it has arrived at its present stage by concert of thinking, and the only means of concert of thinking that has been available to the wage earners is through their combinations in wage earners' organizations. Even then it has been but a few years that wage earners were able to come out in the open as an organized unit of society and use their organizations as the conveyors of their thought to the public and legislative bodies, and safely as conveyors of their wishes to the employing class.

It is not marvelous that certain of the employing class hold to the old ideals in respect to the government and control of wage earners. These open shop advocates are of the type that retarded the advancement of the people from the slave days of old. They are of a type that would gladly re-establish the conditions that existed 500 years ago in the relations of master and slave, and in the relations of master and servant one hundred years ago. They cannot see the blank wall that fences them from such recession or they would recognize the parrot-like effect of their retrograding propaganda. They are holding to the open shop straw, the justification of which has taken its place in back history and is as ineffective to the intelligent, as would be an appeal to restore the ear cropping law of 200 years ago.

It does exist now as perfectly legal that an employer may have the privilege of employing a wage earner who will refuse to join the union of his craft. But the law no longer requires that the wage earners who organize must work with that wage earner who refuses to associate with them. It would be well for the open shop advocate to sense the fact that today the majority of wage workers in most crafts are those of

the trade union movement and the trade union spirit.

The Boston Transcript—a Boston newspaper—under date of May 15, bears the information that the Warren Manufacturing Co. of Warren, R. I., saw fit to employ two non-union loom fixers to work among some 1,500 organized wage workers. The 1,500 organized wage workers, recognizing the right of the Warren Manufacturing Co. to employ the two non-union men, also knew there was no law to compel them to work with the two non-union men, and 1,500 union textile workers ceased employment in a body. The open shop advocate will point to this instance, and other like instances, with much criticism, with the purpose of causing the world to believe that the 1,500 union textile workers are unwarranted in ceasing work or did so cease work to compel the two non-union wage workers to either retire from employment with the Warren Manufacturing Co. or join the union. But it is only a question of profit. There is no further principle at stake. The 1,500 union wage workers recognized that should the two non-union wage workers continue, more non-union wage workers would be installed until the 1,500 union wage workers would either be compelled to work for less wages or seek employment elsewhere. Will anyone question the purpose of the Warren Manufacturing Co. in installing those two non-union wage workers in the factory? The Warren Manufacturing Co. is seeking to control the wage rates. If the Warren Manufacturing Co. concludes that it will cost more to destroy the union of its employees than can be made in the way of profit by establishing the concern as a non-union employing concern, the public will soon see the 1,500 union wage workers restored to employment and the two non-union wage workers seeking employment elsewhere. If the Warren Manufacturing Co. is impressed that it will cost less to maintain its employees as a non-union organization and thus be able to dictate wages, the 1,500 union workers will be compelled, ultimately, to seek employment elsewhere. No law is violated in either case. No ears will be lost. One thousand, five hundred and two wage earners are involved. Fifteen hundred take one position and two take a contrary position. The open shop advocate will say that the two non-union workers are right and the 1,500 union workers are wrong. 1,500 have a full understanding and will not lose their interest, even though they should later be employed in an open shop. The two non-union wage workers do not understand and they are contributors to the same principle of the exponent of the open shop who would gladly return to the employing conditions of 200 or 500 years ago—conditions that cannot be re-established in this day and age of the world, thanks to the intelligent, concerted deliberations of wage earners.

The closed shop—so-called—or in better terms, the shop or employment in which only union wage earners are employed, is a natural condition developing from the con-

cept of employers that the interests of employees are antagonistic to the interests of the employers. It is a natural result. To presume that the wage worker does not wish to obtain the fullest measure of wages possible from the results of his work, is a ridiculous as it is to presume that the profit employing employer is not anxious for the fullest measure of profit possible. In that profit to the employer and his advantage in the competitive market is largely affected by the labor cost of the production, the employer is naturally interested in and desirous of monopoly in the control of wages and wage workers. On the other hand, the wage worker naturally understands that profit to the employer is the difference between the real value of the wage earners production and what of said production the wage earner receives in wages. The average wage earner cannot fail to recognize that the profit absorbed by the employer represents the toll that labor pays for a job. Naturally, labor has an inclination to fix wages and determine upon what premium he will be compelled to pay for the privilege of working.

The open shop exponent takes the position that wage workers are incompetent to determine upon what they shall pay for the privilege of employment; that they are just as incompetent to determine upon wages and working conditions as they were 200 years ago incompetent to determine upon how they should be clothed and fed and reared as slaves. Is there any question about it? It is a fact that slaves had nothing to do or say in fixing the laws governing their owners and masters 200 years ago when they were slaves. Had the open shop exponent of today, or his type, exclusively controlled in the evolution that has taken place within the last 200 years, the wage workers of today, whose closed shop ideals are being protested by the open shop exponent, would yet be slaves. The trouble is that the open shop exponent has not advanced with the times. He is 200 years back in the dark age of slavery.

The open shop exponent is merely an illustration that there exists even in this late day and age of the world a certain element that for all it has contributed to the development of mankind, the human family would yet be dwelling in caves and we would not have moved from the time we are told of cavemen emerging forth hunting a snake for dinner. The open shop exponent with a club in his hand is trailing an apparition—an ignominious spectre of the primitive age.

Fortunately the social order bandit of the primitive period, and his non-union victims are vastly in the minority. Even though they may exercise as a hindrance and annoyance, their force has become so weakened that they can no longer successfully function as destructionists. While as an infinitesimal me-too atom in the industrial bandwagon, they are not regarded by the average employer as an element of progress, and the average employer and those of even ordinary intellect in the social order of man-

kind, look upon the non-union wage earner of today only with saddened compassion that there is yet a suggestion that even the rodent gnawing at human progress is pestilential in its distribution of industrial pulicidae.

Trade unionism to the worker represents prosperity to the wage earner. It represents progress. It represents intelligence. It represents better things, a better life for men, women and children. It represents general progress for the human family, as progress must be of production and industry.

The man who cries out in protest of trade unionism—organization of wage workers—appeals for the obstruction of human progress.

PRESIDENT MAHON RETIRES FROM AMERICAN FEDERATION OF LABOR EXECUTIVE COUNCIL

International President W. D. Mahon has resigned from the Executive Council of the American Federation of Labor. President Mahon, due to his ill health and his duties as International President of the Amalgamated Association, tendered his resignation as Vice-President of the A. F. of L. more than three months ago, but its acceptance was deferred by his associates upon the Executive Council with the hope of prevailing upon him to continue on the A. F. of L. staff of officers. However, he was persistent in his purpose to resign and his resignation was finally accepted. To fill the vacancy, President Martin F. Ryan of the Brotherhood of Railway Carmen has been elected to the A. F. of L. Executive Council. President Mahon served as an A. F. of L. Vice-President for five years. Of him, President Samuel Gompers, in accepting the resignation said:

"As a vice-president of the American Federation of Labor, William D. Mahon has given loyal, faithful service during a most critical period. In every respect he has more than fulfilled his obligations, both to the labor movement of which he has been and is an officer and to the Republic. As president of the street railway employees, he has brought magnificent relief to workers long oppressed and under-paid. The progress made in building up that organization will forever be a monument to his wise and untiring efforts. His resignation as a vice-president of the American Federation of Labor does not, of course, deprive the street railway workers of his efforts, which they could ill afford to spare."

In the selection of President Ryan of the Carmen's Union to fill the vacancy upon the Executive Council, an excellent choice has been made. He is at the head of one of the largest and most successful organizations in the American Labor Movement and a man of long and devoted experience in the interest of wage workers.

Take a pride in your own union label, but be a "Booster" for all union labels, cards and buttons.

The first sixteen months of municipal ownership and operation of the Toronto, Ont., street railway system is reported to have shown gross revenue of \$15,723,482. Gross operating expenses aggregated \$10,968,614. This showed a net income above operating expenses of \$4,754,867. This statement shows the gross operating expense, not including depreciation, was less than two-thirds of the income, which is an assurance to the people of the city of Toronto that street railways can be owned and operated by that municipality on street car fare of less than four cents. Of course the \$4,754,867 of net income will necessarily be largely absorbed by interest on bonds, depreciation, extensions and in paying off the indebtedness assumed when the property was taken over. However, when all deductions have been made for these purposes, there is yet left a surplus of over \$100,000, even after setting aside reasonable reserves to protect the property in anticipated liabilities, such as accidents, expenses, etc., and depreciation. Of the administration of the City of Toronto, are Brother Joe Gibbons, former International Vice-President and who is now Business Agent of Division No. 113, who is one of the City Controllers, and Brother W. D. Robbins, Secretary-Treasurer of Division No. 113, who is a member of the City Council. In these two city officials, who are practical street railway men, Toronto has an exceptional asset in the matter of owning and operating the street railway system.

A recent effort on the part of some of the men of Market Street Railway Co. of San Francisco to organize, during which they were assisted by G. E. B. Member Magnus Sinclair and President Curry of Division No. 518, resulted in the Market Street Railway Co. granting an increase in wages to motormen and conductors. The new "voluntary" scale is 46 cents per hour for the first six months service, 48 cents per hour for the second six months, 50 cents for the third six months, 52 cents for the next 12 months and 54 cents per hour to those of 2½ years of service. The increase was 4 cents per hour. The motormen and conductors of the Market St. Railway who understand the influence of the organization, recognize that the presence of Board Member Sinclair and President Curry upon that system brought them this increase. It is another illustration of the influence of union labor in promoting the wages of non-union men. Their wages are yet not comparable with the rates received by the members of Division No. 518 of San Francisco.

The International Railway of Buffalo (The Buffalo Street Railway Company) has applied to the New York Public Service Commission for permission to increase its rate of fare to 7½ cents for tickets and 8 cents cash. The management argues that this increase is necessary "because of losses totalling more than Five Million Dollars sustained since the start of the strike of

platform employees on June 1, 1922." President Tulley contends that the company is now losing \$1,700,000 per year from its gross revenue, through the operation of jitneys. The city council has petitioned the commission for a restoration of the five cents franchise fare rate. The present fares are 7 cents cash with four tickets for 25 cents. The State Commission should take into consideration the injustice of the company in seeking to redeem itself from a loss that can well be held as having been unnecessary, from the fact that the management of the property was responsible for the suspension of work in Buffalo and there is no disputing but that the management is wholly responsible for the present bankrupt financial condition of the property. It will be interesting to note what action the Public Service Commission of New York State takes relative to this petition to impose the burden resultant from the inefficiency and gross imprudence of the management in instituting the Buffalo lockout.

The Dunn's Index Diagram on wholesale prices shows that April's wholesale prices have advanced 22 per cent from one year ago and are 65 per cent in excess of the prices prevailing in 1913. This practically means that by the time products reach the consumer they are over 100 per cent in excess of the prices of 1913. Dunn's is accepted by the conservatives as their guide. The Cleveland Trust Co. Business Bulletin states that the feeling of present confidence is reflected in the sustained industrial activity, which continues without slackening the lines and has made new high records of production in several lines. This Bulletin cites that there is a slight shrinkage of quotations for common stocks in the stock market, indicating a definite check of the rapid upward movement, but the Bulletin does not express serious concern relative to that matter.

The government is encouraging a boycott on sugar. This will amount to very little and the courts have refused the government an injunction sought to restrain sugar dealers and refiners from increasing costs. Even though an appeal should be taken from these cases, there can nothing come of it of any helpfulness to the consumers. The government under the present laws, well knows this. An amusing reflection relative to the boycott on sugar being encouraged by the government comes of the knowledge that labor is always restrained by injunction from boycotting unfair products. Injunctions work in one direction, but not in the other.

An over-subscription of \$124,000 in cash and pledges to the newly organized trade union bank—The Federation Bank of New York—has been announced by Secretary J. J. Mulholland of the Joint Committee that organized the Bank. The committee recommended the election of Peter J. Brady as bank President. A. F. of L. NEWS DIGEST.



The Motorman and Conductor



Official Journal of the Amalgamated Association of Street and Electric Railway Employees of America
PUBLISHED BY THE ASSOCIATION
Monthly, at 260 E. High St., Detroit, Mich.
W. D. MAHON, President
EXECUTIVE COUNCIL

W. D. MAHON	International President
WM. B. FITZGERALD	First Vice-President
P. J. O'BRIEN	Second Vice-President
W. S. McLENNATHAN	Third Vice-President
WM. P. JENNINGS	Fourth Vice-President
FRED A. HOOVER	Fifth Vice-President
GEORGE A. DEAN	Sixth Vice-President
P. J. McGRATH	Seventh Vice-President
FRANK O'SHEA	Eighth Vice-President
THOMAS F. SHINE	Ninth Vice-President
ALBERT E. JONES	Tenth Vice-President
JAMES LARGAY	Eleventh Vice-President
J. B. WILEY	Twelfth Vice-President
M. J. MURRAY	Thirteenth Vice-President
C. U. TAYLOR	Fourteenth Vice-President
L. D. BLAND	International Treasurer
GENERAL EXECUTIVE BOARD	
EDWARD McMORROW	A. H. BURT
MAGNUS SINCLAIR	WILLIAM F. WELCH
P. J. SHEA	J. B. LAWSON
JOHN H. REARDON	WM. B. FITZGERALD
R. L. REEVES	Secretary

Correspondents will please address all communications for publication to R. L. REEVES, Editor.
Subscriptions payable to W. D. Mahon, President.

SUBSCRIPTION
Per Annum, \$7.50 Single Copy, 10 cents.

ASSOCIATION Articles of Constitution

Section 1. The objects of this Association shall be to organize Division Associations.

Sec. 2. To place our occupation upon a high plane of intelligence, efficiency and skill; to encourage the formation in Division associations of Sick Benefit Funds; to establish schools of instruction and examination for imparting a practical knowledge of modern and improved methods and systems of transportation and trade matters generally; to encourage the settlement of all disputes between employer and employes by arbitration; to secure employment and adequate pay for our work; to reduce the hours of daily labor and by all legal and proper means to elevate our moral, intellectual and social condition.

Unsigned communications cannot be published. Names of correspondents will not appear with their products unless by special permission of the correspondent. Matter for publication should be in not later than the 2nd of the month, and should be written on one side of the paper.



In industry, today, to be a non-union wage worker is to be under restraint. No one knows that better than the present day non-union wage worker.

Has the non-union wage worker a friend or friendly acquaintance who is a member of his craft union and working where it is safe to be known as a member of his union? Does the non-union worker in the presence of his boss dare enter conversation with that friendly acquaintance?

Does it not hurt to be restrained from associating with a friend who happens to be known as a member of his craft union? Does it not hurt to work under rules and regulations of which one is not permitted to discuss or speak upon even to an associate non-union worker in the same employment?

With the non-unionist, the boss governs all thought and directs all associations. Free speech and free assembly are prohibited. The iron heel of tyranny is repugnant. Yet that is non-union employment. Does the boss believe that his humiliated employes love him? He would say he doesn't care. Yet his bonus plan etc. rather indicates that he has a confidence that they will take the bait. He may think so, but time will tell a different story.

Stone Cutters, Carvers and Polishers of New York, who, to the number of some 3000 were on strike to effect an increase of wages, returned to work in May under an agreement to arbitrate future wage rates. Arbitration is being accepted by various other organizations as a method of wage

adjustments. This method of adjustment, where conferences fail, is becoming more popular.

Mr. Tom Moore, president of the Trades and Labor Congress of Canada, was elected a member of the Executive Committee of the American Association for Labor Legislation at the Sixteenth Annual business meeting of that Association held recently.

The big meeting of the Amalgamated Association is drawing closer every day. It will be called in September, in Oakland, on the Pacific Coast. Small Locals cannot begin too soon to prepare to be represented. It will be a trip worth striving for. It can be made by every Local in the East and Middle West. Reports show that many Locals are already prepared, financially, to be represented. To those that are not, there is yet time to devise some plan of preparation. It can be done. The cost can be easily met when distributed among the members of any Local.

From whatever it may have resulted the cost of living is much higher at the present than one year ago and the trend is for still higher prices. Sugar is approximately 75 per cent in excess of one year ago; clothing is 10 per cent higher; all metal products have increased materially, and goods have increased approximately 8 per cent. Lumber has advanced and the close of April saw a general added cost upon the purchase price of practically all things consumed of approximately 14 per cent more than one year ago. The wholesale price has advanced materially, showing that there will be no recession in prices for some time to come.

FROM LATE REPORTS OF INTERNATIONAL OFFICERS

Int. President W. D. Mahon, within the last month, had charge of the negotiating of new wage agreements for the D. U. R. Branch of Division No. 26, Detroit, Flint, Pontiac and Monroe, Mich., Division No. 90, Mt. Clemens and Port Huron, Mich.; and Div. No. 111, comprising the trainmen of the D. J. & C. and the Ann Arbor City men. In that all of these properties are owned by one company and operated under a single management the International President had advised a joint agreement covering all of the members. This occasioned many conferences, as the agreements heretofore had been separate. The company resisted this move, presumably upon the policy that there would be less aggression if the various systems could be kept separate. Pres. Mahon was finally successful in obtaining the principle of negotiating the agreements jointly and the case was pending negotiations at the close of this report, May 28. First Int. Vice-President Wm. B. Fitzgerald assisted in the conferences. Aside from this work he has had charge of the general affairs of the Association at the general headquarters.

First International Vice-President Wm. B. Fitzgerald, in the course of the work of the International President upon the agreement conditions governing Divisions Nos. 26, Detroit; 90, Port Huron; 111, Ypsilanti; and the Detroit Street Railways, has assisted the International President in conference work, bringing about negotiation of a joint agreement upon the Detroit United Railways properties, which at the close of his report of May 28, were pending negotiations with the company. He held conferences in association with the officers and agreement committee of the Local, with the Detroit Street Railway officers and Commission, with a view of obtaining an increase in wages. This case was brought to a submission of the wage subject for arbitration, with Judge Edw. J. Jeffries announced as the arbitrator chosen by the employees involved. May 28 Vice-President Fitzgerald was in Buffalo assisting Division No. 623, where an investigation of the strike situation is being made by the State Industrial Commission.

Second Int. Vice-Pres. P. J. O'Brien has been successful in assisting Div. No. 774, Atlantic City, N. J., in obtaining a new agreement. He also visited Stapleton, N. Y., where he assisted Div. No. 967, in the regulation of its affairs and the installing of new officers, also drafting a proposed agreement for submission to the employing management. He visited Waterbury, Conn., upon grievance work in the interest of Division No. 570, Port Chester and White Plains, N. Y., upon agreement work in the interest of Divisions Nos. 481 and 716. These Locals will associate with the Locals of the Connecticut Consolidated properties in further negotiations. At Hartford he

took up the Connecticut Consolidated Locals' agreement work with the Joint Advisory Board. A new agreement was prepared for presentation to the Connecticut Consolidated properties. May 19 he was at Stapleton, N. Y. upon agreement work for Division No. 967.

Fourth Int. Vice-Pres. Wm. P. Jennings, assisted Division No. 685, Brantford, Ont., in presenting their wage dispute for arbitration. He reports the award carried to the employees ten per cent increase in wages. At Guelph, Ont. he is assisting Division No. 796 in submitting a wage dispute for arbitration which is yet pending. At Ottawa he has also under his direction the presentation of the wage dispute before a conciliation board in the interest of Division No. 279. The Ottawa and Guelph cases were pending per his report of May 24.

Fifth Int. Vice-Pres. Fred A. Hoover, reports that the arbitration of wages in the interest of Division No. 583, Calgary, Alta. and associate civic organizations was completed April 28, and an award was obtained, retaining the old wage rates, with exception of 2½ cents per hour reduction to trackmen. The Civic Commission was petitioning for a reduction of ten cents per hour upon this system. At Moose Jaw, Sask. he assisted Division No. 614, in readjusting the affairs of that Local. New officers were elected and per his report of May 9, the Local was in a progressive state, and he had returned to his home in Vancouver, B. C.

Eighth Int. Vice-Pres. Frank O'Shea, assisted Division No. 788, St. Louis, Mo., in preparing amendments to the present agreement in which an increase in wage is sought. He attended a meeting of the Local at which the draft prepared by the Board was approved and the proposed amendments were submitted to the management of the company. Per his report of May 18, this case was pending and Vice-President O'Shea had been called to Kansas City upon work of extension of organization upon the street railway properties in Kansas City, Kansas and Kansas City, Mo.

Tenth Int. Vice-President Albert E. Jones early in May, was dispatched to Zanesville, Ohio, where Division No. 781 was petitioning for an increase in wages. The company declined to grant an increase and the subject of wages was submitted for arbitration. Division No. 781 selected President W. G. Muhlman of the Zanesville C. L. U., and the company selected Mr. Norton, of Wheeling, W. Va., as the two primary arbitrators. Pending the selection of a third arbitrator, Vice-President Jones was dispatched to Peoria, Ill., where per his report of May 19, he was assisting Division No. 416 upon agreement work. Negotiations upon the agreement were completed to the point of wage fixation, which was submitted for arbitration. As arbitrators, Attorney Frank J. Quinn was chosen by the Local, and former Manager Fisher by the Company, and

the case was pending the selection of the third arbitrator.

Eleventh Int. Vice-President James Largay, who had been previously dispatched to Schenectady to assist Division No. 576 upon agreement work, was unable to bring about a satisfactory agreement of the situation. Upon this property the President of the company took a definite stand that he would not further negotiate working agreements with the Schenectady Local. The result was that the morning of May 17, the Local recognized a state of lockout and suspended work. His report of May 20, shows that no cars were being operated up to that date, although the company had obtained an injunction restraining the city authorities from interfering with the operation of the system by strikebreakers.

Int. Treasurer L. D. Bland is in advisement with Division No. 215, Aurora, Ill., upon wage agreement work, which was pending per his report of May 28.

General Executive Board Member Edw. McMorrow, early in May, assisted Division No. 610, upon grievance work. He was later dispatched to Pittsburgh, Pa., where he assisted Division No. 85 in negotiating a new wage agreement. He reports under date of May 18 that a settlement was reached that retains the former employment conditions, together with a wage settlement upon rates of 60 cents per hour for first three months service men, 65 cents per hour for those of the next 9 months of service, and 67 cents per hour for those of more than one year of service. These wage rates were accepted by the Local.

G. E. B. Member Magnus Sinclair after completing his work at Lima, Ohio, where the President of the city local was restored to employment and wage conditions were continued in the interest of Div. No. 852, was dispatched to Erie, Pa., where he assisted Divisions No. 568, Erie; 592, Fredonia; and 624, Buffalo, N. Y., upon wage agreement work. The Locals obtained an increase of 5 cents per hour. At Elyria, Ohio, he assisted Division No. 380 upon wage agreement work. Upon this work he was successful in effecting a settlement by which a 5 cents per hour increase in wages was obtained. From Elyria, he was dispatched to Salt Lake City, Utah, where he assisted Division No. 382, upon agreement work. He reports that negotiations were successful in restoring the old agreement and per his report of May 20, was at Omaha, Nebraska, in the interest of Division No. 807.

G. E. B. Member P. J. Shea reports that the arbitration board before which is to be heard the wage dispute in the interest of Division No. 168, and the employing company in Scranton, Pa., has been completed by the selection of Bishop Hobin. Pending the fixing of a date for the trial of this case he was dispatched to Easton, Pa.,

assisting Divisions Nos. 169, Easton; 954, where per his report of May 20, he was Souderton; and 956, Allentown, Pa., upon agreement work. The Locals are seeking a joint agreement and the case was in a conference stage.

G. E. B. Member John H. Reardon, is assisting the members of the Joint Locals upon the Eastern Mass. property in negotiating a new wage agreement. Various conditions have been agreed upon but per his report of May 19, it appeared that the wage dispute would be a subject for submission to arbitration. Subjects under his advisement are the wage agreement renewal work of Division No. 589, Boston and Division No. 600, Waltham, Mass. He also visited Division No. 620, Framingham, Mass., upon grievance work, and Divisions Nos. 721 and 724, Lewiston and Augusta, Me., where petitions had been made for an increase in wage, which was in a conference stage at the close of his last report.

G. E. B. Member Allen H. Burt, who was compelled by ill health to relinquish his work of assisting Division No. 382, Salt Lake City upon agreement work, sustained a serious operation at the hospital in Salt Lake City, where it is reported that he is slowly recovering.

G. E. B. Member Wm. F. Welch, who was formerly reported at his home sick, being compelled to give up his work at East St. Louis, per his report of May 26 has fairly well recovered from his sickness, although yet under the doctor's care.

G. E. B. Member James B. Lawson, who was assisting Division No. 558, Shreveport, La., in caring for the agreement conditions of that Local pending the settlement of a fare question that is in the hands of the State Utilities Commission, was also dispatched to Alexandria, La., where he assisted Division No. 961, in the preparation of an agreement for submission to the civic authorities, in which is being made application for an increase in wages. This case was pending per his report of May 16.

EMIGRATION NO REMEDY

"I think it is about time we took stock of the unemployment question, because there is a lot of nonsense talked about unemployment and how to deal with it," declared Colonel Josiah Wedgwood, M. P., speaking recently at a crowded Labor and Co-operative meeting in the East Ham Town Hall. "There is a great scheme on hand," he went on, "to devote £3,000,000 to sending unemployed to Australia and Canada. This may be very nice for the people who are going to get cheap labor out there, but I am not quite sure that it is going to be so nice for the emigrants." Emigration, he added, was not the solution of the problem; it was necessary to increase productive work.—Daily Herald, London.

STRIKES AND LOCKOUTS

St. John, N. B.—Div. No. 663 has nothing to report beyond the fact that the present owners of the street railway are negotiating with the city relative to future operation of its electric plant and the railway. It is likely that no change will take place in the situation here until after some definite condition prevails in the relations of the city and property. The city, without question, will undertake municipal ownership, particularly of the electric supply, and possibly the street railway system.

Buffalo, N. Y.—Division No. 623 is now involved in submitting evidence to the State Industrial Commission that is making an investigation of the strike situation and street railway affairs here. The investigation has just started. The Local is being assisted by Int. Vice-President Fitzgerald. The company has petitioned to the State Utilities Commission for an 8 cents fare. This is being opposed by the city as unwarranted, from the fact that the company is endeavoring in this way to receive some restoration of the funds lost in its contest with this organization and in its imposition upon the people. The company is on the verge of bankruptcy. Our Local recently demonstrated its attitude by a parade through the streets of Buffalo and a large mass meeting, in which over 1,700 of the men were present and took part. The citizens are resenting the despotic attitude of the management of the company.

Lawrence, Mass.—Division No. 261 suspended work May 5. Division No. 261 is one of the associate Locals upon the Eastern Mass. property. At the time of suspension of work the Joint Advisory Board of the Locals was endeavoring to negotiate a new agreement. The management was endeavoring to evade the establishment of conditions sought in the proposed new agreement. The Lawrence Local acted independently upon the attitude of the company and suspended work. To return to accord with the other Locals in negotiating the agreement the members returned to work May 9.

Little Rock, Ark.—The members of Division No. 704 employed on the Inter-City Terminal Railway suspended work May 9. The cause of this suspension was the employing of strikebreakers from the Northern Pacific Shops with whom the members of the Local refused to work. The suspension involved 23 members. The situation was adjusted and employment of strikebreakers was eliminated and work resumed May 10.

Joliet, Ill.—The shop and barn employes, a branch of Division No. 228, suspended work May 7 upon the refusal of the company to grant an increase in wages. The officers of the Local were not advised of the intent of the shop and barn men and had not been able to previously place the

proposition before the company. Upon the company's assurance that the men would be returned to work they were prevailed upon to so return, and work was resumed May 10.

Schenectady, N. Y.—Division No. 576 suspended work May 17. The company had posted notices of a reduction in wages. The members of the Local protested this and submitted to the company a proposed agreement designing to restore former wage rates. The company met this petition by a flat refusal to negotiate terms with the Association. The members of Division No. 576 recognized this as a lockout move and suspended work. This property has changed managements. The President of the Albany and Troy property has taken over the direction of the affairs of the Schenectady system, it being half owned by the same people who own the Albany and Troy system, where a long strike was fought by the company in an endeavor to destroy the Albany and Troy Locals. The members of Division No. 576 believe that the same purpose is in view by the new management of this property and it may be a fight to the finish. The company has obtained an injunction restraining civic authorities from interfering with the operation of the property, a move that signifies the purpose of putting on strikebreakers. At this writing, however, May 25, no cars are being operated. The people are being accommodated by an efficient jitney service. Division No. 576 is being assisted in this situation by Int. Vice-President James Largay.

LEAVING CANADA

According to Windsor officials of railways and ferry companies, the exodus of Canadians to the United States at this point is gaining in impetus every day. This is corroborated by a statement of a ferry company that \$300 in head tax money was collected from Canadians in a single day recently. Nearly every westbound passenger train brings its quota of Canadian young men in their early twenties, most of them artisans, all attracted by prospects of obtaining employment in the United States at higher wages than is possible on this side. Nearly 50 men passed through Windsor Wednesday from points around Hamilton and Toronto and all ticketed for Detroit.—*St. Thomas Times-Journal.*

Employers like to see newspapers print stuff about "labor shortage" just now because it gives them a point in their unholy argument for free immigration. Well, we can produce a lot more than we do now before we run short of man-power. We produced more during the war than we do now, by millions and millions of dollars' worth, and 450,000 of the best workers were taken entirely out of our industrial life, at the same time consuming more than they ever consumed before. The argument for unrestricted immigration is a fraud.—*Canadian Congress Journal.*

NOT AN ENVIABLE JOB Inquest On Fatality

On the dark night of October 25, (1922) Price Davies, an old man, who was walking along the electric tram line in High Street, Prahran, was knocked down and killed by a tram car. In an inquest at the Morgue, Dr. Cole, the Coroner, found that death was due to accident. No blame could be attached to the motorman.

"I think all motormen should understand that the pedestrians have a right to the road," said the Coroner. "On the other hand, they are restricted by their sets of rails, and cannot swerve to the right or left. The only thing they can do is to pull up."

"If a tram driver pulled up every time there was someone on the rails, he'd never get his tram going on the streets of Melbourne, for people wander about everywhere. Driving a tram must be a most nerve-wracking business, and it is not a position I envy—People don't envy my job, but I prefer it to driving a tramcar."

The remarks of the Coroner as reported in the Melbourne "Herald" will be appreciated by every tramway employee. Ours is a nerve-wracking occupation, and the number of our members who become victims of all forms of nervous disorders bear eloquent testimony of the Coroner's statement. We feel sure the Association Officers will keep this unsolicited and important statement in mind when requiring the necessary evidence for our claims for a reduction of working hours.—Australian Tramway Record.

The pay envelopes of workers in virtually all principal industries are being increased steadily month by month as the result of rising wage scales. This means a greater purchasing power and the latter means prosperity for the country. Increases in the average earnings per worker ranging up to 10.7 per cent were discovered in a survey of principal lines of manufacturing just completed by the Department of Labor.—New York American.

UNION MEN AND WOMEN AND FRIENDS OF ORGANIZED LABOR

Your painting and paperhanging done by Union men assures good workmanship. Be positive that the Painter and Paperhanger who enters your home is a Union man. Demand to see his card or membership book; do not take his work for it and do not listen to the story that he is a contractor and needs no card. If he is a recognized Union Contractor, he has an agreement with the Organization and can show it.

You would not let a Scab of your own trade enter your home. Then why a Scab Painter or Paperhanger??? They smell just as bad.

Your earnest co-operation is solicited.

Fraternally,

B. of P. D. and P. H. of Am.,

CHAS. J. LAMMERT, Gen. Sec.-Treas.

FRIENDS AND FOES OF THE MINIMUM WAGE DECISION

Following the recent decision by the United States Supreme Court declaring invalid the Minimum Wage Law for women workers in the District of Columbia, a conference of persons interested in the subject was held in Washington under the auspices of the National Women's Trade Union League on May 15-16. There were present representatives of twenty-seven organizations including trade unions, church bodies, women's organizations and various other groups interested in labor legislation and in the problems of women. The Conference in its findings stressed the importance of labor organization among women as a means to their own protection. A committee of three was appointed for the purpose of organizing a joint committee of the groups represented in the Conference, which is to draw up a program of action to be reported back to the delegates next November. The terms of reference include proposals for: (1) restriction of the power of the Supreme Court; (2) amendment of the Federal Constitution to insure "protection of social legislation and the rights of labor;" (3) amendment to the Federal Constitution giving specific power to the States and to Congress to enact minimum wage laws; (4) minimum wage statutes which come within the limits of the recent decision.

An interesting feature of the Conference was the sharp criticism of the decision by an official of one of the other three departments of the Government—Miss Mary Anderson, Director of the Women's Bureau of the Department of Labor, who said: "Nothing in life has such close connection with the health and welfare of women workers as their wages. Wages determine the life you live. They determine the food you eat, the clothes you wear. * * * States without minimum wage laws have lower wages for women than states having minimum wage laws. The Women's Bureau investigations show that in twelve states where wage studies were made, half of the women were getting less than \$8.80, \$9.50, \$10.75, \$11.60, \$11.80, \$12.95, \$13.80, \$14.95 and \$16.85 respectively." This means that the medium wage with two exceptions fell below the minimum wage in the states that have minimum wage laws.

Discussion brought out the fact that hundreds of women in New York State receive as little as \$8.00 a week, while women in the organized garment trades in Cleveland have a wage scale ranging from \$23.00 upward. The consequences of the Court Decision in the District of Columbia are following swiftly. Maids in hotels have been reduced to \$8.00 or \$9.00 a week, while waitresses in one large hotel were cut to \$6.00.

Dr. John A. Ryan of the National Catholic Welfare Council endorsed the proposal to require a majority of seven or eight in the Supreme Court in order to nullify legislation; he also advocated a

Federal Constitutional amendment to permit the establishment of minimum industrial standards by State or Federal legislation.

Dissatisfaction with the Supreme Court's decision seems to be widespread, not merely because of its conclusion, but because of the economic reasoning on which its conclusion was based. The SURVEY MIDMONTHLY for May 15, presents a symposium on the decision which includes a variety of opinions, conservative and liberal. Two governors, Hunt of Arizona and Sweet of Colorado, call for limitation of the power now exercised by the Supreme Court. Governor Smith of New York proposes the adoption of the Massachusetts form of Minimum Wage Law which makes the decisions of the Commission recommendatory instead of mandatory. Mr. Gompers calls for new efforts on the part of women wage workers, for another effort to pass a Federal law which will stand the test of the courts, and for an amendment restricting the power of the Supreme Court. Mr. John E. Edgerton, President of the National Association of Manufacturers, strongly endorses the Court's decision. Alice Paul, Vice-President of the National Woman's Party, is enthusiastic over the decision because it gives support to the feminist position that women should be treated precisely as men, even in the matter of throwing them on their own resources.—Church and Social Welfare Service.

WHY MEN THINK RED

It is not the soap box demagogue who is creating disrespect for the courts. It is the judges themselves, some of whom go out of their way to harass organized labor.

How can the intelligent workingman believe in the integrity and impartiality of the judiciary when one federal judge declares, "Organized labor has lost its rights in this court," when another federal judge denies the miners' union the right to use its money to provide food for the destitute women and children of locked out miners, and when the U. S. Supreme Court, by an actual majority of but one judge, destroys minimum wage laws enacted by fourteen states and two congresses for the protection of working women and children?

There are many fair-minded judges. All credit to them. But the honor of the judiciary, like that of Caesar's wife, must be beyond suspicion if it is to retain public respect and confidence.—Locomotive Engineers' Journal.

Senator Ladd of North Dakota in a speech in Los Angeles, suggests three ways to curb the Supreme Court power to annul congressional legislation. Every bill in Congress could include a provision denying the Supreme Court the "right of review," Ladd said. "Or Congress could pass a general act denying the Court the right of review or repeal the Judiciary Act of 1789, leaving the Court's original jurisdiction only as provided in the constitution."—Washington News.

Many subjects are brought forward to switch the public mind from the annoyances that are most embarrassing in domestic life. Political parties seem now on the verge of alliance in the endeavor to dissuade people from their ills by voyaging in the direction of a so-called world court or court of International Justice, as though there could be created some sort of League of Nations that will more perfect the so-called purpose of the World War to make the world safe for Democracy. The average citizen who has given any thought to International affairs recognizes that since the existence of nations, and that is a long way back, there has also existed a world or international court, if not under that name, under some other name. Nations have never been without treaties, formulated in some manner and bearing certain International relations. All of those relations have been fixed by international courts, regardless of whether they were so styled. From whence came the three mile coast limit, if not from a world opinion? And world courts dealt with war subjects so that wars, international wars, and world wars are conducted upon certain international principles established by world or international courts. The World War was fought by International Leagues of Nations and fought on principles of International Law. But what does all of this have to do with the cost of living and the rights of the major elements of nations? What has it to do with Judge Gary's appeal for increased immigration of wage earners as a method of re-creating an agonizing army of unemployed, that those who are directing political parties in a voyage to the construction of an international court may also direct the course of labor and wage fixing and possess the destructive power of the open shop? In the homes of the land there is felt a keen interest in the price of coal, clothing, sugar, lumber, and land and co-relative therewith, the right of collective bargaining in industrial affairs. It may be difficult at this time for political parties to lead public opinion into a wild riot over international courts. Correction of home affairs can well entertain administrative energy.

The eight hour working day is better for capital, labor and industry in general than the twelve hour shift, according to L. W. Wallace, Secretary of the Federated American Engineering Societies, who recently spoke at a group meeting of the National Conference of Social Workers, in the Public Library. The eight hour shift, says Mr. Wallace, has resulted in a satisfactory improvement of quantity and quality of production and in reduction of absenteeism and industrial accidents.—Washington Star.

Congress has immorally granted to private banking institutions, its constitutional power over our money and credit. It must restore them to the government of the people. Until that is done, we stand in the shadow of autocracy.—Senator Ladd in his recent San Francisco speech.



LATE BROTHER MICHAEL J. CAHILL, DIV. NO. 618, PROVIDENCE, R. I.

It will be with general regret and sadness that the members of the Amalgamated Association will read of the death of late Business Agent Michael J. Cahill of Division No. 618, Providence, R. I. Brother Cahill, at the age of 46 years, fell a victim to cerebral hemorrhage, his death occurring Sunday, May 6, 1923. In years, he was in the prime of life. In appearance he was healthy and active, standing nearly six feet and well proportioned. Information of his death was a shock to a multitude of his friends. In the early months of the year, 1913 the street railway employees of Providence, R. I. set about to institute themselves into a Local of the Amalgamated Association. Among the foremost in the movement was Brother Cahill. March 20, 1913 the Local was instituted and Brother Cahill was elected the first Chief Executive of the Division. He served as president of the Local for three years and was later, in 1920, elected business agent, assuming this position in January, 1921. He was retained as business agent to the time of his death. Brother Cahill, as a delegate representing Division No. 618, attended the various International Conventions succeeding the institution of the Local, where he served on important committees, including the committee on Constitution and Laws, and thus entered materially into the shaping of the affairs of the International Association at these various conventions. The 15th Convention that convened in September, 1917, was held in Providence, where the Delegates elected Brother Cahill as one of the American Federation of Labor Delegates to serve the International Association for the ensuing two years. As Delegate to the A. F. of L. Conventions he served with much credit to this Association and the labor movement in general, being an active spirit in those conventions. As an officer of this Local he served his associate members as a prudent, cautious and efficient officer, being devoted to the principles of organized labor and to his official duties. Information from Secretary Alfred Coates, an associate officer of our deceased brother is that "Brother Cahill was buried with a Solemn Requiem High Mass and had one of the largest and best conducted funerals ever held for a labor man in the State of Rhode Island. Floral tributes were sent from all over the State and every Department of Division No. 618 was represented at the funeral. A wonderful tribute was paid Brother Cahill by the United Electric Railway Co. All cars on the system were stopped for a period of thirty seconds at 9 A. M. the morning of the funeral." Thus passes one of estimable character and one who throughout the first decade of Division No. 618 entered strongly and effectively into the affairs of that Local, which placed the Local in the front rank in the Amalgamated Association and as an important factor of the Rhode Island Branch of the American Federation of Labor.

Richard Linthicum, Director of Publicity, has made a general comparison of wholesale prices as compared with the present and one year ago, and gives out an authentic statement as follows: "Between March, 1922 and March this year, (1923) metals, including hardware and utensils, advanced 40 per cent; clothing 29 per cent; furniture, 10 per cent; food, 6 per cent and other articles an average of 17 per cent." He states that this means that if the present skyward movement continues, the cost of living next fall will be 25 to 30 per cent above the level of 18 months ago. He states that increases in wages cannot fairly be held responsible for the first impetus or the high pitch given to the cost of living during the last year. He advises that the wool trust, the cotton textile trust, the steel trust, the glass trust, the chemical trust, the harvester trust, and other combines, for several months turned into profits for this alone the "protection" voted to them by the Fordney-McCumber Tariff Law. Sugar has risen 59 per cent in price in the last 12 months.

LASHING OF CONVICTS IS ENDED IN FLORIDA

Tallahassee, Fla., June 2.—Florida has revolutionized her treatment of prisoners by abolishing the lash and has also prohibited the leasing of convicts. No leasing of convicts shall be permitted after the first of next year, and all existing contracts are void.

One county, however, may turn its prisoners over to another county for work on the public roads or they may be turned over to the state road department for similar work.

To emphasize the provision against corporal punishment convict wardens must hereafter give bond for \$2,500 while guards must be bonded for \$1,000. They are made subject to suit for damages for any abuse of authority.

Attorneys for Higginbotham, the convict whipping boss accused of causing the death of young Tabert of North Dakota, are resorting to every technicality for their client. It would appear that methods other than legal are also being used in favor of the whipping boss, as five terrified negroes, all former prisoners, appealed to the sheriff for protection. The negroes claimed that their presence in the territory where the Putnam lumber company, at whose camp Tabert died, has large holdings, would be filled with danger to them.

KANSAS COURT HAS FAILED

Topeka, Kan., June 2.—The "can't-strike" law and the industrial court of this state have failed, declared Governor Davis in an address to church men in this city.

"The industrial court can not function as a court and it is too expensive as a board of investigation," the governor said. "It has created friction and has been made a football of politics."

Disbursements from the Death, Disability and Old Age Benefit Fund during the month of April, 1923, were made to beneficiaries on claims as follows:

Death Benefits

George Hole, beneficiary, death claim of Jesse T. Hole, deceased, late member of Div. No. 26, Detroit, Mich.; cause, Tubercular Chronic Pneumonia.....	\$250.00
Mrs. Marcia Pew, beneficiary, death claim of Glenn R. Pew, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, Pneumonia.....	150.00
Mrs. Margaret E. Grady, beneficiary, death claim of Stephen H. Grady, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, Broncho-Pneumonia.....	250.00
Joseph V. Sharp, executor of will of deceased, for beneficiaries, death claim of Daniel Coughlin, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, Lobar Pneumonia.....	800.00
Jennie M. McDonnell, beneficiary, death claim of Walter McDonnell, deceased, late member of Div. No. 90, Mt. Clemens, Mich.; cause, Degeneration of the Heart Muscles.....	800.00
Mrs. Amelia Rafferty, beneficiary, death claim of James P. Rafferty, deceased, late member of Div. No. 103, Wheeling, West Va.; cause, Chronic Sciatic Neuritis.....	800.00
A. H. Crumley, financial secretary of Div. No. 103, for beneficiary, death claim of George P. Fuller, deceased, late member of Div. No. 103, Wheeling, West Va.; cause, Gunshot wound, bullet wound of abdomen.....	400.00
Mrs. C. Kitchen, beneficiary, death claim of C. O. Kitchen, deceased, late member of Div. No. 113, Toronto, Ont.; cause, Hemorrhage from stab wounds of chest—self-infected.....	150.00
Mrs. J. A. Aiken, beneficiary, death claim of J. A. Aiken, deceased, late member of Div. No. 113, Toronto, Ont.; cause, Sarcoma of Lung and Pneumonia.....	150.00
Delia Simmons, beneficiary, death claim of James Simmons, deceased, late member of Div. No. 148, Albany, N. Y.; cause, Pulmonary Tuberculosis.....	800.00
Mrs. Wm. J. Heywood, beneficiary, death claim of Wm. J. Heywood, deceased, late member of Div. No. 165, Girardville, Pa.; cause, Cardiac Exhaustion superinduced by Erysipelas.....	150.00
J. B. Winward & Co., Undertakers, balance due on death claim of Alfred Lewis, deceased, late member of Div. No. 174, Fall River, Mass.; cause, Carcinoma of Stomach.....	30.00
Mrs. Rosie Kunts, beneficiary, death claim of P. Kunts, deceased, late member of Div. No. 194, New Orleans, La.; cause, Strangulated Hernia.....	800.00
Mrs. Salina C. Johnson, beneficiary, death claim of Edward A. Johnson, deceased, late member of Div. No. 194, New Orleans, La.; cause, Paralysis and Alcoholic Psychosis.....	800.00
Gus. J. Bienvenu, financial secretary of Div. No. 194, for funeral, tombstone and other expenses, death claim of Richard Wheeler, deceased, late member of Div. No. 194, New Orleans, La.; cause, Pulmonary Tuberculosis.....	400.00
Viola C. Schoener, beneficiary, death claim of Charles C. Schoener, deceased, late member of Div. No. 194, New Orleans, La.; cause, Pulmonary Tuberculosis.....	800.00
Mrs. Laura Pesold, beneficiary, death claim of E. H. Pesold, deceased, late member of Div. No. 194, New Orleans, La.; cause, Asphyxiation by illuminating gas—suicide.....	800.00
Mrs. Alice P. Laguens, beneficiary, death claim of Dominique P. Laguens Sr., deceased, late member of Div. No. 194, New Orleans, La.; cause, Carcinoma.....	200.00
William Taber, financial secretary-treasurer of Div. No. 241, for beneficiaries, death claim of John J. Peterson, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Carcinoma of the Stomach.....	800.00
Mrs. Mary Bowersox, beneficiary, death claim of William Bowersox, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Organic Heart Disease.....	800.00
Mrs. Mary Johnson, beneficiary, death claim of August Johnson, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Myocarditis and Chronic Parenchymatous Nephritis.....	800.00

Mrs. Margaret Barthold, beneficiary, death claim of Edward Barthold, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Pulmonary Tuberculosis.....	800.00
James Vlachos, beneficiary, death claim of Steve Vlachos, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Pulmonary Tuberculosis.....	200.00
Mrs. Caroline Meyer, beneficiary, death claim of Nickolas J. Meyer, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Acute Malignant Endocarditis.....	\$150.00
Mrs. Mary Clohessy, beneficiary, death claim of Patrick Clohessy, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Pulmonary Tuberculosis.....	800.00
Mrs. Christina Thorson, beneficiary, death claim of Jacob Thorson, deceased, late member of Div. No. 241, Chicago, Ill.; cause, an infection of right leg caused by being hit by an automobile.....	800.00
Mrs. Alice Soley and Elizabeth Harmeson, beneficiaries, death claim of Enos W. Harmeson, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Dilatation of the Heart.....	800.00
Mrs. Mary Drzonek, beneficiary, death claim of Stanley Drzonek, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Pulmonary Tuberculosis.....	150.00
Mrs. Lucy L. Dorgan, beneficiary, death claim of Michael F. Dorgan, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Peritonitis.....	800.00
Mrs. Mary A. Baumgard, beneficiary, death claim of Rudolph Baumgard, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Carcinoma of the Stomach.....	800.00
Mrs. Bridget Donnelly, beneficiary, death claim of William Donnelly, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Diabetes Mellitus.....	800.00
Balra Mikalauski, power of attorney for beneficiary, death claim of William Iesmont, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Lobar Pneumonia.....	800.00
Mrs. Victoria Mrumilinski, beneficiary, death claim of Frank Mrumilinski, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Cerebral Hemorrhage.....	250.00
Mrs. Mary Keeley, beneficiary, death claim of Charles Keeley, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Myocarditis.....	100.00
Elizabeth Peeper, beneficiary, death claim of J. C. Peeper, deceased, late member of Div. No. 268, Cleveland, Ohio; cause, Probably Cerebral Hemorrhage and Chronic Nephritis.....	800.00
Mrs. Katherine Schultz, beneficiary, death claim of Chas. F. Schultz, deceased, late member of Div. No. 268, Cleveland, Ohio; cause, Chronic Myocarditis.....	800.00
Millard J. Whidden, financial secretary and treasurer of Div. No. 270, for beneficiary, death claim of Clark H. Harmon, deceased, late member of Div. No. 270, Gloucester, Mass.; cause, Bronchial Pneumonia.....	800.00
Mrs. Leonsine Cote, beneficiary, death claim of Isidore Cote, deceased, late member of Div. No. 279, Ottawa, Ont.; cause, Paresis.....	800.00
John Armstrong, beneficiary, death claim of Gilbert Armstrong, deceased, late member of Div. No. 279, Ottawa, Ont.; cause, Peritonitis.....	600.00
Wm. S. McClenathan, secretary-treasurer of Div. No. 308, for beneficiary, death claim of Wm. A. Wilkinson, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Pernicious Anemia.....	800.00
Mrs. Edward J. Goodsell, beneficiary, death claim of Edward J. Goodsell, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Accident—Shock and injuries received in street car accident from an electric shock.....	100.00
Mrs. Martha Connor, beneficiary, death claim of J. E. Connor, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Hodgkins Disease.....	800.00
O. E. White, financial secretary and treasurer of Div. No. 416, for beneficiary, death claim of Wm. F. Lipke, deceased, late member of Div. No. 416, Peoria, Ill.; cause, Coronary Sclerosis, Fatty Myocarditis and Chronic Nephritis.....	800.00
Luela Brady, beneficiary, death claim of John E. Brady, deceased, late member of Div. No. 441, Des Moines, Iowa; cause, Pernicious Anemia.....	800.00
Mrs. Eliza Spinney, beneficiary, death claim of Fred J. Spinney, deceased, late member of Div. No. 503, Haverhill, Mass.; cause, Acute Cardiac Dilatation.....	800.00
Mrs. Florence Jones, beneficiary, death claim of Thomas H. Jones, deceased, late member of Div. No. 537, Holyoke, Mass.; cause, Lobar Pneumonia.....	800.00
Margaret Heintz, beneficiary, death claim of Jonas Heintz, deceased, late member of Div. No. 568, Erie, Pa.; cause, Diabetes Mellitus.....	600.00
Emma F. Hurd, beneficiary, death claim of Nelson J. Hurd, deceased, late member of Div. No. 570, Waterbury, Conn.; cause, Brain Trouble.....	350.00
Ernst O. M. Fehrstrom, Power of Attorney, for beneficiary, death claim of John Cleverdon, deceased, late member of Div. No. 589, Boston, Mass.; cause, Apoplexy.....	800.00
Mrs. Mary E. Boyce, beneficiary, death claim of George Boyce, deceased, late member of Div. No. 589, Boston, Mass.; cause, Lobar Pneumonia.....	800.00
Mrs. Alice Moore, beneficiary, death claim of Nicholas J. Moore, deceased, late member of Div. No. 589, Boston, Mass.; cause, Lobar Pneumonia.....	500.00
Mrs. Viola A. Clement, beneficiary, death claim of Andrew A. Clement, deceased, late member of Div. No. 589, Boston, Mass.; cause, Phthisis Pulmonalis.....	800.00
Katherine Murphy, beneficiary, death claim of Katherine Murphy, deceased, late member of Div. No. 589, Boston, Mass.; cause, Syncope from results of a surgical operation.....	800.00
Myrtle C. Dodge, beneficiary, death claim of Arthur W. Dodge, deceased, late member of Div. No. 589, Boston, Mass.; cause, Acute Dilatation of Heart and Chronic Valvular Disease.....	800.00
Mrs. Elizabeth G. Wilken, beneficiary, death claim of Harry J. Wilken, deceased, late member of Div. No. 589, Boston, Mass.; cause, Bronchitis with Myocarditis.....	800.00
Mrs. Ellen U. Ellis, beneficiary, death claim of Albert H. Ellis, deceased, late member of Div. No. 589, Boston, Mass.; cause, Decompensated Heart and Chronic Valvular Heart Disease.....	800.00
John Henry Routliffe, executor of will of deceased, for beneficiary, death claim of Alphonse Mathieu, deceased, late member of Div. No. 591, Hull, Quebec; cause, Endocarditis and Nephritis.....	600.00
Elizabeth Johnson, beneficiary, death claim of Henry A. Johnson, deceased, late member of Div. No. 523, Buffalo, N. Y.; cause, Acute Dilatation of Heart, Myocarditis and Chronic Interstitial Nephritis.....	800.00
Mrs. Janepher R. Denty, beneficiary, death claim of Richard R. Denty, deceased, late member of Div. No. 589, Washington, D. C.; cause, Blood Poison.....	250.00
Elizabeth Wooten, beneficiary, death claim of George A. Wooten, deceased, late member of Div. No. 697, Toledo, Ohio; cause, Myocarditis and Dropsy.....	600.00
Mrs. Elisabeth McLaughlin, beneficiary, death claim of Donald McLaughlin, deceased late member of Div. No. 726, Staten Island, N. Y.; cause, Endocarditis (Mitral and Aortic).....	400.00
Mrs. Kathrine Phillips, beneficiary, death claim of Edward Phillips, deceased, late member of Div. No. 726, Staten Island, N. Y.; cause, Acute Peritonitis General.....	600.00
Mrs. Samuel Groat, beneficiary, death claim of John Tibbits, deceased, late member of Div. No. 737, Syracuse, N. Y.; cause, Chronic Nephritis and Stricture of Oesophagus.....	100.00
N. O. Arnold, financial secretary and treasurer of Div. No. 765, for beneficiary, death claim of William R. Blocker, deceased, late member of Div. No. 765, Montgomery, Ala.; cause, Post-Operative Shock.....	400.00
L. A. Graeser, financial secretary and treasurer of Div. No. 788, for funeral, tombstone and other expenses, death claim of Frank Nestor, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Pulmonary Tuberculosis.....	400.00

Mrs. Alphonse Rolland, beneficiary, death claim of Alphonse Rolland, deceased, late member of Div. No. 790, Montreal, Quebec; cause, Heart Disease.....	400.00
Mrs. Joseph Fortin, beneficiary, death claim of Joseph Fortin, deceased, late member of Div. No. 790, Montreal, Quebec; cause, Peritonitis by perforation.....	250.00
Mrs. Lucius Cardinal, beneficiary, death claim of Lucius Cardinal, deceased, late member of Div. No. 790, Montreal, Quebec; cause, Enteritis.....	250.00
Charles H. Lang Jr., beneficiary, death claim of Charles Lang, deceased, late member of Div. No. 807, Omaha, Neb.; cause, Double Pneumonia.....	200.00
Mrs. Kate Brown, beneficiary, death claim of Herbert J. Brown, deceased, late member of Div. No. 818, Oakland, Calif.; cause, Uremia.....	400.00
Mrs. Mina Daniels, beneficiary, death claim of William Daniels, deceased, late member of Div. No. 819, Newark, N. J.; cause, Accident—Fractured ribs and wrist from street car accident, also Hypostatic Congestion of Lungs.....	250.00
Lydia A. Swarthout, beneficiary, death claim of Frank Swarthout, deceased, late member of Div. No. 819, Newark, N. J.; cause, Chronic Myocarditis.....	200.00
Annie Macrae, beneficiary, death claim of Daniel Macrae, deceased, late member of Div. No. 819, Newark, N. J.; cause, Pulmonary Tuberculosis.....	200.00
Mrs. Agnes Morgan, beneficiary, death claim of John J. Fagan, deceased, late member of Div. No. 821, Jersey City, N. J.; cause, Cirrhosis of Liver.....	100.00
Mrs. Minnie Heintze, beneficiary, death claim of Abraham Heintze, deceased, late member of Div. No. 822, Paterson, N. J.; cause, Pulmonary Tuberculosis.....	400.00
Alvina Nairn, beneficiary, death claim of George Nairn, deceased, late member of Div. No. 833, Preston, Ont.; cause, Accident—Fracture of ribs, lungs and other injuries in accident while at work.....	100.00
Mrs. Charles L. Porter, beneficiary, death claim of Charles L. Porter, deceased, late member of Div. No. 852, Lima, Ohio; cause, Electrocutation while acting as motor-man.....	200.00
Mrs. Elizabeth Thorpe, beneficiary, death claim of John A. Thorpe, deceased, late member of Div. No. 859, Decatur, Ill.; cause, Pyemia.....	400.00
Caroline Sexton, beneficiary, death claim of A. W. Sexton, deceased, late member of Div. No. 906, Decatur, Ill.; cause, Accident—crushed between street cars, causing injury to abdomen.....	250.00
Katherine Gurga, beneficiary, death claim of Adam Gurga, deceased, late member of Div. No. 925, Gloversville, N. Y.; cause, Accidental burns from clothing catching fire while at work.....	100.00
Disability Benefits	
David Cogle, member of Div. No. 790, Montreal, Quebec; cause, Large oak shim falling across fore part of right foot causing a bruise, which turned to gangrene poison, necessitating amputation of right leg above knee, while at work for street railway company.....	100.00
Old Age Benefits	
Paul Masino, member of Div. No. 194, New Orleans, La.....	800.00
John J. Murray, member of Div. No. 238, Lynn, Mass.....	800.00
Martin Cavanaugh, member of Div. No. 240, Chelsea, Mass.....	800.00
Andrew Peterson, member of Div. No. 241, Chicago, Ill.....	800.00
Albert Isaac, member of Div. No. 241, Chicago, Ill.....	800.00
Walter McCormick, member of Div. No. 241, Chicago, Ill.....	800.00
Miles Martin, member of Div. No. 241, Chicago, Ill.....	800.00
Edward Alexander Wright, member of Div. No. 256, Sacramento, Calif.....	800.00
Samuel Cogshall, member of Div. No. 281, New Haven, Conn.....	800.00
Total.....	\$49,080.00

IN MEMORIAM

By Div. No. 812, Clarksburg, W. Va.

Whereas, Our Heavenly Father, in his infinite wisdom and mercy, has called to his just reward, our beloved brother, Benjamin F. Halsey, and

Whereas, We the members of Division No. 812 of the Amalgamated Association of Street and Electric Railway Employees of America, bow in humble submission to His Divine will, yet we feel the loss of a true and loyal friend and co-worker in our ranks; that the community loses a noble citizen and his family a just and faithful father, to all of whom we of this division extend our heart felt sympathy and consolation in these trying hours of their bereavement; therefore, be it

Resolved, That as a mark of respect for our departed brother, we drape our charter for a period of thirty days, that a copy of these resolutions be sent to his family, be published in the MOTORMAN AND CONDUCTOR, and entered upon the records of our Division.

W. H. BARTLETTE,
A. V. R. RICE,
W. C. WARREN.

By Div. No. 165, Girardville, Pa.

Whereas, Almighty God in His infinite wisdom has seen fit to remove from our midst, our esteemed and beloved brother, Wm. John Heywood, in whose death we have lost a true and loyal member and the company a valuable employee. While we know that words cannot alleviate the profound grief of the beloved widow and family we do feel that consolation will come of an expression from faithful friends and brothers; therefore, be it

Resolved, That we extend to the bereaved widow and family our deepest sympathy in this, their dark hour of affliction.

Resolved, That copies of these resolutions be placed upon our Minutes, sent to the bereaved widow and that they be published in the MOTORMAN AND CONDUCTOR.

Attest:
May 8.

NICHOLAS C. BRECKER,
THOS. CANFIELD,
THOS. GIBBONS,
Committee.

By Div. No. 732, Atlanta, Ga.

Whereas, It has been the will of our Heavenly Father to suddenly remove from our ranks, our beloved brothers, W. S. Dean on April 3rd, and M. H. Sewell on April 22nd, who were in the prime of life, bringing to mind the fact that death is ever present and sure, and

Whereas, By the death of these worthy and faithful brothers, Division 732 has lost loyal members, and their families, loving husbands and fathers; therefore, be it

Resolved, That Division 732 of the A. A. of S. and E. R. E. of A. extend to the bereaved families, heart-felt sympathy and regrets, further

Resolved, That our charter be draped for a period of thirty days as a token of our respect.

May 15.
W. J. DEAN,
H. E. JAMES,
J. T. BLOUNT, Committee.

By Div. No. 570, Waterbury, Conn.

Whereas, Almighty God in His Infinite Wisdom has seen fit to suddenly remove from our midst, our esteemed and beloved brother, Fred Adams,

Whereas, Our late brother was a true and loyal member of this Association, a faithful companion and was ever found on the side of his fellow workmen when occasion required it; therefore, be it

Resolved, That we the members of Division 570 of the A. A. of S. and E. R. E. of A., extend to the bereaved family, our heart felt sympathy in their dark hour of affliction and commit them to the kindly consolation of Him who doeth all things well and who knoweth best; and

Resolved, That the charter of this Division Association be draped in mourning for a period of thirty days as a token of our respect for the deceased brother; that copies of these resolutions be transmitted to the bereaved family, published in the M. & C., the Local papers and they be entered on the minutes of this Association.

May 30.

Signed
MARTIN KELLY,
THOMAS BRUBE,
WARREN DUSCHNE,
Resolution Committee.

Edited by Local Division Correspondents



BROTHER JOHN KAVANAUGH

Brother John Kavanaugh once held the record as being the most handsome member of Division No. 425, Hartford, Conn. Our then informant advised that his geniality and courtesy to others measured with his fine appearance.

PRESIDENT VICTIM OF PRIVATE DETECTIVES

San Francisco, Calif.—President Daniel J. Curry, of Division No. 518 was recently slugged by two cowardly thugs who used blackjacks. Brother Curry is handy with his "dukes" and gave the first one of his assailants a merry time, taking from him his blackjack, but the second came from behind, knocking Brother Curry out with a blow on the head. Brother Curry has been very active of late in trying to organize the platform men of the Market Street R. R. Co., formerly the U. R. R. It has changed in name only, as the same heads are still there, and as ever they employ thugs and gunmen and gumshoe artists. We are satisfied that the cowardly assault on our president came from these paid assassins of the Market Street Railway. We are glad to report that Brother Curry was not seriously injured, and is again back at work following a few days of recovery from his injuries. He wants his assailants to know that he is again ready for them. Brother Curry has the support of every loyal member of Division 518 in his commendable attempt at extending organization and we will see that he loses nothing from the days that he was compelled to be off.

We held a regular monthly dance April 27. A large number were present. It was an old clothes affair and all the carmen present wore the worst they had. The boys felt at home. If the gang at City Hall could have seen us they would sure grant us a reasonable increase in wages quick. Speaking of the increase in wages, I may state that the prospects look good at present. The subject is in the final conference stage. We hope for One Dollar per day increase.

We are now very busy getting ready for the delegates due to arrive in Oakland in September. We hope to be able to show our Eastern Brothers our much talked of municipal railroad—all good paying lines, good equipment, good car barns with the best

accommodations for platform men anywhere in the U. S. We have billiard tables, reading rooms, sanitary wash rooms, lockers, card and gilli room, and a large dance hall. All we need now is a swimming tank and our Superintendent says he is thinking of putting one in. It will be a great convenience for our wives and children to avail themselves of this swimming tank, and eliminate the necessity of bath conveniences in our homes. We now have hot and cold shower baths and all rooms are steam heated.

Brothers Joe O'Neil and S. J. Lee spent much of their spare time playing golf, keeping in condition for the big games to come this season. Brother John Mooney has taken to tennis and claims it is a great game but he hates to part with his suspenders.

Profound sympathy is extended to the families of Brothers Wm. Morris and Thos. Grant, these brothers having recently been taken by death.

We also extend sympathy to Mrs. and Brother James Conroy in the recent death of their only son.

Brother Jensen, whom we formerly reported at work, is ill again and has taken a 60 day leave of absence. We hope for his early recovery.

—COR. 518.

NEGOTIATING NEW AGREEMENT

Lewiston, Me.—At the meeting in May held by Division No. 721, there was a good attendance. G. E. B. Member John H. Reardon was with us, assisting upon our agreement negotiations.

Brother H. Packard has purchased a Ford and is enjoying it.

Brother Joe Finley, our genial financial secretary, has recovered from a recent two weeks' illness. He wishes the members would have their dues paid by the 15th of each month, if possible.

Brother James Hooper has resigned and entered the service of the Maine Central as a freight brakeman.

Brother Joe McCormick recently missed the 10:05 P. M. Weber Ave. car.

Brother P. J. McCarty has a large growth on his upper lip.

Brother Al Scribner is now on the gravel car to the delight of Brother Ed Randall.

Brother Wm. Crowley is looking for one Farnsworth.

Brother T. Footman is in quest of a uniform coat. Brother John Brown, our handsome motorman, fails to understand why a one-man car pulls the overhead when it is on the pin.

Brother Wm. Potter is about to get married. He took a course in the Lewiston correspondence love school.

Brother C. Parent is looking very sweet in his new uniform.

—COR. 721.

MORE ONE-MAN CARS

Mansfield, Ohio.—Division No. 389 can report its best attended meeting for fully one year to have been held in May. It was enthusiastic in both sessions and all members of the Local attended one or the other of the two sessions. Our proposed new agreement was the main issue. All seemed to have their pep with them and showed a special interest in the wage and working conditions guide for the next year. We are pleased to see the boys out again in this way but we wish they would keep it up for the entire year, regardless of whether agreement propositions are up or not.

Do you know that at that well attended meeting there were members present who had not been in the hall for years? Some were there that did not even know that we elected a new President last January. Let's not permit these charges to stand at the end of another year. Let's every member attend these meetings and make them interesting.

Interesting reports were made by our various committees to the meeting. It was reported that Brother Hoover, our former president, was elected by the Mansfield Trades Council to represent that Body in the next Ohio State Federation of Labor Convention.

Brother Rufus Hale has a sore foot. We know it is sore because Rufus is laying off.

We have advice that there are to be installed here a few more one-man cars.

—COR.

OBTAIN SEVEN CENTS INCREASE

Pittsburgh, Pa.—Division No. 85 has been successful in negotiating a new wage scale.

At the proper time preceding the expiry of the old wage rates, application was made for an increase in wages and negotiations were immediately entered upon. At one time it looked very much as though an agreement would not obtain and an expression from the members was required to support the application, which showed a practical unanimous purpose that an increase would be expected from the company. And upon application of the Local, G. E. B. Member Edward McMorrow came here to assist the Local officers and Executive Board in continuing negotiations. Several conferences were held and the management of the company made a final proposition which, if accepted, would avoid arbitration. The Local Executive Board submitted the proposition of the company to a referendum vote, which carried by a liberal majority. Thus the officers were instructed to accept the final agreement conference provision.

The final wage rates that were to be submitted for referendum vote were: 60 cents per hour for first 3 months service men; 65 cents per hour for those of the next 9 months of service, and 67 cents per hour to those attaining one year in service. These are the rates that will be in force for the year beginning May 1, 1923.

Board Member McMorrow and the officers of the Local and Executive Board have the thanks of the members who supported them in bringing about this wage settlement. It is an increase of 6 cents per hour to first 3 months service men, and 7 cents per hour to those of three or more months of service. The former rates were: For first 3 months service men, 54 cents per hour; for the next 9 months service men, 58 cents per hour; and to those of one year in service, 60 cents per hour.

There were no material changes in agreement conditions except the addition of 25 cents per day for instructing new men. The provision for time and one-half for overtime is retained. Thus arbitration is avoided and a mutual agreement arrived at which, it has been shown, is acceptable to both the company and the employees.

—85.

EDUCATION COMES OF MORAL AND INTELLECTUAL TRAINING

Seattle, Wash.—Education is the result of systematic training of the moral and intellectual faculties of men. In this great day of learning there is little excuse for men to be destitute of knowledge. At our meeting held May 3, it is shown that there are some who prefer not to remain uninstructed. We had the pleasure of amusement by recitations, piano and vocal solos, with Brother Jack Barber, of the Meat Cutters' Union, a famous tenor singer, and the winner of many prizes with us, who thrilled the audience and was returned by continued applause. The principal speaker of the evening was Judge Wm. A. Gilmore, a progressive citizen, who pointed out the needs of the city, state and nation, politically, and said that these needs can be accomplished only through organization. So organization is the life of anything for the good of the human race. Still the non-union man is so void of understanding relative to combinations that he is still riding the backs of real men. So long as we depend upon others to do for us, we will be dependent.

We should not look for intellectual, sympathetic leadership where no leadership is expected. Our political parties represent not economic but constitutional positions.

Come out to these meetings, boys. Colleges do not teach economics in a fashion to meet our situation. Some professors, to whom many people are indebted, acknowledge that our educational institutions have not moulded public opinion on the labor problem, or qualified their graduates to deal with it. We should look for no help outside of ourselves. We have been deceived and disappointed too often by pretended friends. Let's get in and help each other. That is the only way.

A fair example of self-help was recently demonstrated in the close Councilmanic campaign in which Brother J. A. Stephenson, former Business Agent of the street railway men, was backed by friends of organized labor, and fought by organized labor's enemies. He drew a tremendous support due to the efforts of Brother Perry Hackler, his campaign manager, who was assisted by Mrs. Hackler, who was thoroughly familiar with the political game. He was also aided by other friends of the cause, and

with a little head work by the voters of organized labor, he would have landed in third place instead of fourth. The campaign was a success in spite of no support from our labor paper, the Union Record. So we should depend upon ourselves through our organized effort.

—Cor. 587.

WILL SEND TWO DELEGATES

Gary, Ind.—The Gary Street Railway Base Ball Team was organized early in the Spring of 1922. They had fine success during that year. They lost but few games. Of course, most of them are old time ball players. This year they are taking them all. They have won every game, so far. We are very much interested in them as are the officials of our company. Manager Lee Thrasher of the team is a live wire. Some of the players are expecting to joint one of the big Leagues in the near future.

Two delegates from Division No. 517 will go to the Oakland, Calif., Convention this fall. The question now is, Who will be the lucky boys?

The Gary and Valparaiso Interurban Line is doing good business again since they extended to the Illinois Steel Co. plant and succeeded in getting rid of the busses that operated along the line, running five minutes ahead of the car. That was the busman's schedule.

Brother Lawrence is farming heavier this year than usual. The only drawback is that he has a long distance to go back and forth, as his farm is in Michigan.

The Koutsky brothers have returned from Wisconsin where they were called by the death of their mother. They have our profound sympathy.

Brother Sparkman is a busy man with his Packard and trying to work his run, too.

Those wishing to make the trip to Pullman would do well to see Brother Jay Spencer. The rates are 90 cents.

—J. N.

TO MY MOTHER Mother's Day Poem

There's a heap of understanding
In the deep-brown of your eyes,
A sort of loving tenderness
That lights and sanctifies
Everything I do or strive for,
Every ill-luck I withstand,
And its all because you love me,
Know my heart and understand.

E'en now I hear you telling tales
You told when I was small
Of the "Banshee" and the stingy
Men of County Donegal;
Even now I see you kneeling
By my side in nightly prayer,
E'er you sung me off to dreamland
With a "To-ra-lo-ra" air.

Sure, your smile holds all the sunshine
Of a summer's afternoon,
And the voice of you is sweeter
Than a fairy-harpist's tune;
And each loving kiss you give me
Seems to whisper, "Boy, be true
To the mother's hope and confidence
And faith I have in you."

Tho' the winding road is toilsome,
And the lonely days are long,
I shall ever see your deep-brown eyes
And hear your lilting song,
And know that you are praying
Just for me and my success—
Oh, please God, that I may someday
Bring you joy and happiness.

My Mother!
GEORGE S. FITZGERALD '23.

DANCE A SUCCESS

Fall River, Mass.—Brother John W. Porter is busy these days with his perambulator. If he doesn't keep from the car line he will have some of the boys believing they see flags on it.

Brothers Chatterton and Guinverd were given much praise for their work in selling tickets for the ball and Brother C. Marchend was complimented for the way in which he handled the tickets.

Brother F. Southworth has recently returned from a brief illness.

President Joe Machado strongly placed the new agreement before our boys. The answer he received was not very good. The boys were all het up about it.

Brother Henry certainly put the boys through the dance. Those who helped at the ball were given much praise for their work by our president, as it was a grand success.

Brother Jack McDermott will be dry after he cuts his grass. Brothers Cadrett and Henry were willing to help him but it proved that Mac has no home brew.

Brother John B. Porter will assist Brother Will Chase in picking his strawberries.

Brother L. Joyce has the best Ford that the Ford Co. has manufactured. The town council has voted to rent it for next Winter for snow plowing.

Brother Joe Chatterton always wears a smile when he gets a job.

Brothers Frank Hollingworth and John B. Porter recently had an argument over horses and cows. Brother Porter holds that their age can be told by their teeth, while Brother Hollingworth held that such stock have no teeth. As a matter of fact, the only stock Brother Hollingworth is familiar with is the hen.

Brother Ed. Cosgrove is studying law and will become the president's private secretary.

Brother Wm. Keating, our alderman, is on the job fixing the street where he lives. Brother Michael Morey says that Brother Keating is indignant because of the delay.

Brother Wm. Keating says he is not going to raise the rent on a brother member.

—174.

NEW DUES COLLECTING SYSTEM

Springfield, Mo.—Brother R. C. Walton has gone to Kansas City to work on the cars.

Brothers Haynes and Mumford are enjoying new Ford cars, and Brother J. Malamphy is enjoying a Chalmers.

Brother and Mrs. F. R. Wall are the proud parents of a fine baby girl. Brother Wall is erecting a residence in our city.

Brother W. C. Nye is on the sick list.

Brother H. Martin is off, doing some work on his house.

Brother W. P. Larimore was recently in from his farm and says things are looking fine in the country.

Brother B. F. Cochran has sold his Ford. Now we hope he will get a full night's rest.

Brother Charles Ross is enjoying a month's vacation.

Brother Mason is boasting that he is grandpa to a fine grandson.

Well, we have found a way for every one to keep in good standing. The Cashier will hold out of each brother's pay check the amount of his card.

"Be not deceived: God is not mocked; for whatsoever a man soweth, that shall he also reap. For he that soweth to his flesh shall of the flesh reap corruption." Brothers, little did we dream that one of our own would go into the shops and scab. Well, we had one man who did go to work in the shops. This man went out on strike with us about six years ago and was Vice-President of our Local. The boys paid out about \$200 to fight his case about one year ago. So now he is in the shops scabbing. We will class him as just such a man as Judas Iscariot, who betrayed his Lord for thirty pieces of silver. Christ said, it had been good for that man if he had not been born. This former member has brought shame and disgrace on himself and his family. His name is Huff.

What makes success? Interest. No one will ever make a success unless he becomes interested. If we all become interested in the things we undertake we will be successful. The cause of so many failures is loss of interest. Interest is contagious. If we take an interest in something someone else is sure to become interested in the same thing. At our home we would not particularly interested in airplanes until Donald came to live with us. But he had studied

so much, he knew so much about them, and was so enthusiastic, that we all became interested in the same. For instance, if one reads good books and tells others of them, others will become interested. So if the boys will get interested in their work, then our employer will be interested in us. If we are interested in our church, our Sunday Schools, we will attract others to the same good work. But above all, if we are interested in Jesus Christ as a personal friend, our interest is sure to kindle a like interest in some other life.

—W. J. M.—691.

NOW IN FIFTH ROUND

Bridgeport, Conn.—We are now in the fifth round in the battle of life of 1923 and are getting along nicely. The last few meetings had unusually good attendance which shows that our members sense that old saying: United we stand, divided we fall.

Most of us know that when you pull a car out of an unorganized barn it is dog eat dog and no come back in case of trouble. You feel more like a man when you have that little button on your lapel. Even the right to wear it in full sight is a privilege to be proud of and shows the strength of the union in the fact that you have that privilege. When you say "Hello Brother," mean it. It does not matter what your race or creed, if you are a union man, then you are a union man's brother. As such, behave and govern your actions. Your boss is organized. The manufacturers association, stick together. No backsliding there. They back one another up if they lose a million doing it.

Brothers John Touhey and Barney Planagan were busy at our recent meetings. They are both old war horses of 459 and can certainly bring out the technical points in our agreement.

Brother Hoffman smoked himself out of a job recently but our worthy President and staff succeeded in having him reinstated with rights. We are glad to see him back.

Brother Bill Dorley is seen very often around Norwalk with his Rolls-Royce. Wonder if Bill intends to "flop."

We take notice that some of the brothers are not satisfied with making hay while the sun shines. They also come out while the moon shines.

Brother Don. Lynch and Brother H. Myers have graduated from the extra room and are now on runs. Don. says Cahill is to hang a red light on the cemetery gate. Brother Myer, from his run, can wave to his better half four times every trip. That's the life.

Barn foreman Smith is a wise old owl. He waits till he sees an operator coming in whom he thinks needs a bath, he sends him out to track 18. Brother Andy McGee was seen coming out of there one rainy night with his pants rolled up. Brothers John J. Reilly and John Reilly are to compete in the fat man's race at Danbury fair and are now trying to get rid of their front porches. Talking about running, Brother Bernard Finn made a whole regiment of German soldiers run. He ran and they ran after him, but Berry won as he is with us once again.

Supt. F. L. Kibbling parked his car on Main St. the other day. A spinster spied the timepiece in his machine and took a peek at it to see if it were running on Standard or Daylight and the darned thing stopped right there and then. It is now in Brother P. R. Magill's laboratory for observation.

Now, that the winter is over and the atmosphere is more suitable, Dispatcher Tom Griffin will issue orders by radio through his front window.

Let us congratulate Brother Patsy Collins on the receiving of a present from his better half of a bouncing 10 lb. boy—another motorman or plumber for the good of the service.

To our brothers of the New Haven local we extend our sympathy in the loss of their beloved brother, Tom Boyle, also to his bereaved family. Tom's was a familiar face to the boys of 459 as he has been running into Bridgeport some years.

Well, our smoker was a success. A pleasant evening was passed and every one appeared to be satisfied. But one thing marred the jollity—our late brothers coming in were forgotten on the sandwich matter. They will receive more attention at the next. Speeches regarding safe operation and traffic problems were delivered by Mgr. J. B. Potter, Supt. F. Kibbling and Alderman Costella. In the three round bout between Billy Prince and Kid Sharkey, a slight mishap occurred. The referee, Fussy Walker of the police force, got knocked out by mistake. He afterwards rendered a few popular solos with and without request. Brother Toupin assisted with a few songs, good luck to Toupie.

LABEL COMMITTEE VISITS STORES

St. Joseph, Mo.—Division No. 847 is running smoothly. We have just signed up our new working agreement for two years, with the company. At the last meeting, May 22, we took in eleven new members.

The Label Committee of this Division recently visited the different stores and asked the managers to put in more Union Labeled goods, so the members of this Division would have no excuse for not buying union made goods. We mention here a few of the stores which are carrying the largest lines: W. R. Kinnison Drug Store, 2122 St. Joseph Ave., carries a full line of union made tobaccos; Townsend-Ueberrhein Clothing Co. carries a full line of union made men and boys clothes; W. M. Henrye, 1602 St. Jos. Ave. carries a full line of union made shoes; Hub Clothing Co., 513 Edmond St., carries a full line of men and boys clothing; McCain's Home Bakery has a full line of pastries, union made. Patronize these concerns.

Brother Chas. B. Smith, motorman on the Union Line, has returned to work after a 30 days vacation. He visited friends in St. Louis, Mo., and in Indiana.

Brother H. S. Norwood has returned from his two weeks vacation. He addressed the meeting of our Local and told us all about his trip. Also pictured to us the deplorable conditions at Harrison, Ark., division point of the Mo. and North Ark. Railway shops and round house.

Brother W. H. Westfall has returned home from a two weeks visit in Moberly, Mo., where he visited his mother and sister.

Young lady to Brother J. F. Reynolds: Conductor, do you haul chickens?

Conductor Reynolds: Yes, hop right on.

Whereupon, she walked back to the station, picked up a coop of chickens and got on the car.

General Manager B. C. Adams who has been managing the St. Joseph Railway Co. for the last 3½ years, has been transferred to Toledo, Ohio, where he will become Vice-President and General Manager of the street railway at that place. Mr. S. B. Ireland of Montgomery, Ala. becomes the head of the street railway company here, to succeed Mr. Adams.

Miss Alice Dunn, of this city, won the automobile raffled off by Division No. 847.

Don't forget to patronize stores handling union made goods.

Whereas It has pleased Almighty God to take from Brothers Charles and Arthur Rowland, their beloved mother, who died Saturday, May 12, we, the members of this Division, No. 847, extend our heartfelt sympathy and consolation to them and their families in their hour of affliction.

—847.

SEEK THE TRUTH

Atlantic City, N. J.—After a few weeks of arduous effort on the part of our Executive Board to obtain an increase of wages and better working conditions, it was decided to summon an International Delegate. Brother P. J. O'Brien, Second International Vice-President came in response to our request. He proved a strenuous worker. In all his dealing with our company, he displayed adriotness and deference. In conference with our men he was equally as good, for he gave us substantial counsel. He is of splendid disposition and we owe him a world of thanks. Our committee met Brother O'Brien at the train and the following morning a conference was held with the management. Our employer asked for more time to examine our agreement. The final meeting soon came and our committee and the delegate were disappointed for our employer refused to sign an agreement or to arbitrate in any manner, but offered an increase of five cents an hour with his own working conditions. The men assembled for an all night meeting in which a referendum vote was decided upon and taken the following day. Then at the two o'clock meeting on Thursday morning, May twelfth, the result of the balloting was announced as in favor of a suspension of work. The public was taken good care of and a sufficient warning was given that they might suffer no inconvenience. On May 12, the morning paper published the statement of our Local, calling to the attention of the public, that at midnight, the suspension of work would begin. Then on this same day when the International Delegate called upon the management to see if they still entertained the same frame of mind, the delegate in conjunction with our committee was requested to call and discuss the matter at the office of our superintendent. We are happy to say that this conference

ended peacefully and a new agreement was signed by both parties, with a five cents per hour increase.

Members of our Local are now busy congratulating Brothers Burke and Washburn upon the new arrivals in their homes. We all trust that the young infants will always be a source of joy and happiness to their proud parents.

All must sympathize with Brother Tippy Mathis, who laments the absence of his wife, who has gone away for a short vacation. Brother Mathis has no taste for the art of housekeeping. Some say it never rains, but it pours.

Brother Scullin has rejoined our ranks after a short rest due to a periodical sickness. We are glad to hear that he has added sixteen pounds to his weight.

Brother Dailey created a big surprise by his appearance at the barn on Sunday, May 13th, after a serious illness. He tells us that he intends to be back on the job in about six weeks.

Brother Gallagher came into the barn some time ago with his pants torn badly about the knee. He said that in his hurry to the barn he was pursued by a meddlesome dog.

Brother Pete Morris was given a five days suspension for missing. That he might not be idle, he signed a contract to play at one of our local moving picture houses. The picture was entitled "Pete Morris in Making Good." Those who saw that picture say Pete surely made good. Here's luck, Pete.

Now we shall take as our topic the dangers of misquoting and the telling of untruths about our fellow workmen.

Through countless ages man has groped his way, climbing and ever stumbling toward the light—toward what he thought to be the truth. Now the only pathway to freedom is the pathway to truth. This is the only way that leads to justice. As he confronts himself—man finds that the hardest and the first duty seems to be the balancing of his life between what appears to be antagonistic tendencies. The foremost of these is untruth. How often is a brother of the Local misquoted, which causes the demon of untruth to spread? We must learn to be mentally honest with ourselves. Try to weigh carefully what rumors you may hear and keep them silently within the portals of your heart. The power of prejudice is so great and our personal bias so subtle, that it may seem difficult to overcome. There is no lower ideal, than to misquote a member of the Local. Don't go about peddling false rumors which may contaminate the minds of others with the result that when the Local assemblies for the business of the day, the brothers are tearing at one another's throat.

Now let us as true brothers, try to come to all our meetings with our minds and hearts open to what we may hear from those who are authorized to speak. The monster of untruth lurks in every pathway, but the gentle lamb of truth sits upon a high pedestal in your meeting room. Go there and it will speak in an honest way with you.

Realize fellow-workmen that the hour is at hand when you must concentrate your hearts and minds to the upbuilding of your Local. Co-operating with your brothers will add strength and organization to your Local. If you do not assist your Local, you may be the means of its going backwards. Let not your Local be wrecked upon the rock of contention. Strive to stand by your committee. Let no mercenary destroy your principle of unionism, your inborn right to bargain collectively.

—774.

EXPECT NO REDUCTION

Wichita, Kan.—Division 794 has about 98% membership and is getting along nicely at this time. Our wage scale is from 45 to 55 cents per hour and owing to certain conditions prevailing in our case, we are not expecting any reduction soon.

We had the misfortune to loose three of our esteemed brothers during the winter and spring with Flu and Pneumonia. Those who passed to the great beyond were: Brother S. H. Scott, a charter member of Division 794 who died February 23, 1923; Brother J. B. Gallagher, who died February 21, 1923; and Brother A. C. Sharp, also a charter member who died May 8, 1923.

Financial Secretary J. L. Riley had an awful fight with pneumonia for the past nine weeks but to our great delight, Brother Riley is improving.

Our cars are mostly the Birney Safety one-man car. We have some two man Cars yet. We have a straight seniority list on the one-man cars. Instead of being classed as motormen and conductors, they are classed as trainmen but have a double seniority list affecting those not qualified on one-man cars.

NEW WAGE RATES

Gloversville, N. Y.—Brother Wm. Abel, who sustained serious injuries in an accident and for several weeks was in the hospital on account of it, has fully recovered and has returned to work. This is most gratifying, as at one time his chance for recovery seemed very uncertain.

Brother James Wilbur, who sustained a broken arm by a fall on the ice last Winter, has recovered sufficiently to again be on duty. His arm healed very slowly.

Brother E. Weaver is yet absent from duty from injuries he sustained in an accident last Summer, when his car ran wild down a long grade and he was injured in the crushed vestibule, miraculously escaping with his life.

Our former agreement with our employing company expired May 1. April 1 we notified the company that we desired some changes and our Executive Board associated with that of Division No. 923, Amsterdam, met the officials of the employing property. The officials finally offered 3 cents per hour increase to all men—roadmen, shopmen, carmen men, power station attendants and line car crews. We took the offer to the men at a special meeting, where after much discussion the offer was accepted, otherwise the agreements are renewed for another year. The majority of our members felt that it was better to accept the offer, although less than what we had asked, and thus avoid the expense and chances of arbitration, in which we might not gain enough to pay the expense and delay.

Our boys enjoy a large rest room on the third floor of the R. R. Co. Block on South Main St. In it are pool tables, leather couches, and chairs, which the company provides, rent free. In fact, heat and lights are free and the only service we are required to pay is that of janitor service. Our mutual benefit association, comprising both electric and steam railway employees have the use of these rooms and hold meetings there at times. We also hold social gatherings, and smokers there. We have the entire second floor for our locker and supply rooms.

Our new wage rates are as follows: Motormen and conductors, City lines, first six months, 47 cents per hour; second six months, 49 cents; second year and thereafter, 51 cents. Main line interurban rates are: 53 cents per hour; snow plow work, 53 cents and operators of one-man cars, 57 cents per hour; time and one-half is paid for overtime. Annual card passes to all men and their wives, with trip passes for the members of their families, are supplied by the company. —W. L. S.

SAFETY, LOYALTY AND COURTESY
SPELL SUCCESS

West Hoboken, N. J.—Now, boys, let's get together and do our own thinking. We have come to a situation that depends entirely upon us, and the better co-operation we give toward the performance of our daily duties, the better results can be derived. Our services have been appreciated. Let us continue to perform our duties to the best of our ability, and try to please the most critical, of which we have a large number daily. It isn't an easy task, but hard effort makes it easier to overcome the hardships of the daily grind. Remember the words driven into our heads regularly, "SAFETY, LOYALTY AND COURTESY spell SUCCESS for us all."

At the last meeting of April, the Preamble of the new proposed working agreement was read by President Nelson, and a few changes were suggested.

President Nelson feels honored by the confidence placed in him by the total membership and his pledge of two years ago has not been broken. The reputation of the officers in the years of 1922 and 1923 has been good and they have worked together in harmony. The Local stands solid financially.

The appeal made regularly by our Business Agent, Brother Appleton, to eliminate all discussions at car houses, should be put into practice. He is familiar with the situation throughout the state, and is one of the cleanest and best labor movement workers that could be produced. Let's abolish the Stove Pipe Committee gatherings. All they do is knock the good work of your Association and its officers who spend considerable time at their own expense to bring good conditions to you. Don't listen to rumor. Come to the meetings and be sure.

Brother Appleton is getting along fine in his scheme of raising funds to send delegates to the Oakland, Calif. Convention in September. Look him up at your barn on pay day, as he has some attractive assortments.

We are trying to arrange a summer outing shortly

and it is now up to Brother Hepple Jr. and Huggins, to produce their plans to Brother McArthur and his Dance Committee to make it a success. Co-operate with these brothers, boys, and let's add a little to our Local treasury. We will benefit by it shortly.

We have a number of new men in our ranks and have found them regular guys. They have all applied for membership in the Association.

Brother Gage, the sheik of our ranks, has been seen of late in the moving business along Central Avenue.

Brother Brantigan is showing some of the Braggo Flat Foot steps. Keep it up, you'll be 100 per cent.

Brothers Hogan, Parris, Eberhardt and Bauha are back to work after a siege of illness.

See Oyster Chef Reilly about the little Green Bottle, old timers. The brother is also serving meals with plenty of pep. Moderate prices.

Brother Geberaux has become Receiver, and Brother Pittre, Station Master. We will get some good co-operation after our day's work, as we have found them always 100 per cent regular guys.

Brother Charles Braun is completing a radio that will receive plenty of Oriental Jazz from China.

Brother Jones is a good salesman. For a quarter he can sure give you a surprise.

Brother Smith will not try to grow a Van Dyke. Brother Quinn, the pool marvel, is cheery of late.

He won a few games from Appy and is now a challenger for the leather medal.

Boys, did you see Ett in his new rig up? Val Bloch, Brown tie, and highly polished shoes?

Brother McArthur is going to join the Benedicts.

Brother Fank has changed his blue stripes to two shiny gold ones.

Boys get together and boost the Union Label. Buy your straw lids with the label—White or Young.

Brother Pete Fisher has plenty of summer apartments at his Catskill Hotel. Honeymooners given special attention.

Brother Willy Wurster has found his missing lunch kit. He had the pick of a large assortment and, of course, took the best.

Now, boys, don't pick on the weak brother who doesn't realize the benefit of organization. Educate him on the workings of the labor movement until he is enlightened.

Brother Johnny Sommers has also joined the Benedicts.

Inspector Schweigler has resigned. The boys were not heard to heave any sighs of regret. He didn't know how to co-operate.

Brother Biber is doing very good work. The boys appreciate it.

Brothers B. McCoy and Novaty are having a hard job trying to put a car track through a stone wall.

Brother Dihm is off on sick leave. We hope for his speedy recovery. Brother Vogt is doing Brother Dihm's work.

Come out to the meetings, boys. With your co-operation we expect good results. —ETT.

MANAGER CONGRATULATES MEN

Peterboro, Ont.—Division No. 622 held her regular meeting May 13, with light attendance, owing to the fact that half of our unit had to work, as Sunday cars are in operation here during the Summer months. A great deal of business was transacted.

The Local Manager and Superintendent of the Hydro Commission held a mass meeting of all the men on Saturday May 12 to congratulate the men on the excellent service. It has encouraged the members.

Brother A. O'Brien has gone to Windsor to take a position. We wish him success.

Brother C. Gibson is in sight of a new position. Brother Wm. Reynolds will break his record next meeting and turn out to the meeting.

Brother Hoolihan recently suffered the loss of his sister, and we extend to him our sincere sympathy.

We are glad to see Brother Young back to work after a long illness.

Brother Guthrie recently was trying to load his one-man car on top of a Ford, but the result was the latter just shoved its way up through the floor of the street car, doing no particular damage to either one.

Brother Norton has been off duty for a week, having his teeth out.

Brother Davey thinks that partiality is being shown to a chosen few of our men, which is very discouraging to those who don't get fair play. Some are to blame and some are not. We hope for an improvement along this line soon.

Brother McCarthy has returned to his paint shop in and around the car barn. —622.

CELEBRATE 7TH ANNIVERSARY

Little Rock, Ark.—On Tuesday, May 22, we met at the W. O. W. Hall and celebrated our Seventh Anniversary. The hours were from 10 to 12 Noon for the night men and 8 to 10:30 P. M. for the day men. Our worthy president, W. W. Bean, presided at both meetings. He gave a brief outline of the working conditions and wages that have come through organization. Other speakers on this occasion were: Mr. C. J. Griffith, Gen. Mgr., of the Arkansas Central Power Co., Mayor Ben D. Brickhouse, W. A. Rookesberry, of the Shopmen; John F. Kerwin, Int. Vice-Pres. of the Fire Fighters, Commandant W. E. Graham of the Salvation Army and the Rev. J. O. Johnston, Pastor of the Peoples' Baptist Church.

The Salvation Army Band furnished splendid music, and two or three numbers were sung by the Polk Orphan Children's quartette.

The day was well spent. All who attended either of these meetings seemed to enjoy themselves immensely.

The following is part of President Bean's address at the night meeting:

Ladies and Gentlemen: We have met here this evening for the purpose of celebrating the seventh anniversary of this Division of the Amalgamated Association of Street and Electric Railway Employees of America.

Seven years ago this morning things looked rather gloomy for the St. Ry. men in this city, and not only did it look gloomy for the car-men, but for the Company as well. We employees were struggling with all our might to perfect an organization here, while the company was struggling likewise to prevent it. Consequently, we had locked horns, and had set 5:00 o'clock in the afternoon to stop the cars. But about 2:30 P. M. Mr. Chichester, claim agent for the Company, came rattling down West Markham in his old tin "lizzie." Oh, I never shall forget the rattle of that old Ford. It stopped directly in front of a bunch of us Street Car men. We were debating among ourselves as to whether or not we were going to be successful in perfecting an organization or whether it meant back to the farm for us. But lo, and behold the old Ford had brought glad tidings of great joy. Mr. Chichester ordered we ten fellows, who were the more unfortunate of the "gang," or in other words those that had been discharged, to report to the Car Barn for duty, that the contract had been signed and everybody was happy.

So the cars did not stop at 5:00 O'clock. No the strike did not come, and it has not come yet, and here's hoping that it never comes.

I feel that we have been very successful during these seven years of organization, although we have had our little skirmishes and differences in opinion; but have always found a peaceful way out. Those things that we failed to mutually agree upon were submitted to a Board of Arbitration and they decided for us. Really I think both the Company and the employees have been winner in the adjustment of most cases, in fact, all of our fights have been fair, and no one bears any ill will over a fair fight.

I wish to make mention at this time of some of the things accomplished during these seven years of organization, for the benefit of our wives and some of the younger car-men. First, I will state that our wages have been increased from 17 and 24 cents an hour, to 47 to 51 cents an hour. So you see this brings us up to a very reasonable wage. The day's labor has been reduced from 12 hours to 9 hours a day. This condition has made it possible for our children to know us when we go home. There are other improvements too numerous to mention. No doubt some of you have wondered why we are required to pay a \$2.00 dues into our treasury each month. I want to say to you now, to not lose sight of these things just mentioned, and you will see that your money is well spent. Are you aware of the fact that this organization carries a sick benefit fund that pays \$10.50 a week to its sick members? Does that mean anything to you? Well I would say just wait till Daddy gets down and out and the pay check stops, then you can answer. Personally, I have never received any benefits from this fund and hope I never, other than seeing it help my fellow-men. And when you have gone into the homes, as our sick committee has, and find the husband sick and the wife trying to manage the affairs and care for him, and at the same time, possibly, the rent is due, and this bill or that, and no money with which to pay; then my friends, and not until then will you fully appreciate what this organization is doing.

I might state also, that 65 cents of your dues goes to our International Headquarters to help main-

tain an Insurance fund to protect you and yours in time of need. Today we older members have \$700. insurance through the International Association, which is payable in three ways: Old Age, Disability and Death. I wish to emphasize the fact that this insurance is never questioned, provided the member is in good standing with this local Division.

These things I have mentioned affect the employees only, but I will state in passing that while we have elevated our own standard to a higher plane, we have also helped the Company. I do not think we have ever been selfish or undermining in any particular, and I believe I can say without contradiction that this organization has been worth as much to the employing company as it has to its own members.

Through our continuous efforts we have raised the car-men of this city from a bunch of thieves and drunkards, to a body of honest and upright citizens. And by so doing the Company is reaping untold benefits. Now you may be wondering how this has helped the Company materially. Listen to me people, when a fare is collected on the car today, it is likewise turned in to the office of the Company; and this was not always true in the olden days. Furthermore, our men are sober and on the alert in the discharge of their duties, thereby eliminating many accidents and much suffering to the general public, and at the same time, is a big money savings for the Company.

It is generally understood that organized labor and organized capital are always pulling against each other but I want to say to you now, as chairman of the carmen's local in this city, I would no more do anything to hinder the progress of this Company than the general manager would himself. I realize that my position with the Company is of minor importance, but at the same time I realize that I am a cog in the big machine that keeps the wheels turning; and should the management fail in their effort to operate a Street Ry. System and lighting Plant in this city, the success of the Employees as Car-men is doomed.

Friends, I have a great many things I would like to say, but we have a very lengthy program for you. We have some good speakers, and plenty of music, and last but not least, the refreshments will be served. I am proud to see so many here, and I trust you will go home feeling better over having been with us this evening.

I thank you.

—Cor. 704.

ITEMS FROM DIV. 235

Brockton, Mass.—Brother Bertie Bumpus, who does so much rag chewing while running his car, got one of the passenger's goat recently. The passenger told Bertie if he did not stop talking and put on more speed that Little Riding Hood would be grandmother before he reached Campello Barn.

The Company is thinking of placing a new electric sign on their private crossing at the Blue Hills and it will read "Railroad Crossing Ahead: Undertaker always on duty."

Can't get away from paying the Union dues now that Brother Freddie Wilson is the Collector.

Brother Sandy Peterson once said to Toomey that when a fly lights on his head he cannot tell if it is standing or sitting. But Toomey says if a bumble bee happened to light on his bald spot it would be a very different thing.

Brother Morne was seen coming out of Gurney's Jewelry store one morning, and upon being asked what he was purchasing, he plainly replied that he bought some luminous paint and was going to paint the baby's face so when he wanted to give it a drink in the dark he would not have to get up and light the gas.

How does the honor roll look now? Some reductions I guess.

Charlie Thomas says that a red headed girl makes him nervous and that when he sees one he shakes like a dish of jello on a three legged table.

Is it true, old top, that French told you you were so dumb that you thought a Jail bird had wings?

A certain operator who carries his dog with him everywhere he goes took it into the beauty parlor and had its nails manicured.

Brother Seth Hargraves came in one night and, although he would not tell the reason, carried a disposition so sour that it would pickle a herring.

Shop Extra Sewell is taking Anti-Fat. Doesn't it work wonders? Guess that Walter Moore has tried it, as he is sinking away too.

WILL SEND FULL QUOTA TO CONVENTION

St. Louis, Mo.—Our committee is negotiating a new contract with our company, and as Col. Perkins is out of town for a few days we must be patient and confident in the fact that everything will be all right, as we feel that our demands are very reasonable.

Mr. Cunningham, representing the Novelty Specialty Co. of New York, paid us a visit at our meeting of the 14th of May, demonstrated his product, and explained to us where he thought we could easily raise money to defray the expense of our delegates to the Oakland Convention. But whether his plan will prove a success or not, we will send our full quota just the same.

We received a communication from Brother Joe Houser, President of the Central Trades and Labor Council, asking us to make our deposits in the new Federal State Bank, which is being organized by the Telegraphers. This is the first bank of this kind that labor has ever started in this city. We moved to concur in his request and asked any or all of our members to assist them by giving that Bank our private accounts. This Bank is located at Broadway and Pine Sts. and will be open for business June 9. Let's show what Labor can do.

We also received communication from our old friend and brother, Louis Koch, who lost his job with our company some two years ago. He is now working for the Fisher Jewelry Co. Looney proved himself to be 100 per cent union. Let's not forget him. Your correspondent visited St. John's Hospital the 29th of May, and found several brothers there. Brother C. A. Maves, our Second Vice-President is suffering with eye trouble, and Brothers C. G. Colett, C. H. Marton, T. A. Marrah, E. A. Dehn, and L. L. Charboneau with various ailments. He found them all cheerful and well pleased with the treatment they were receiving, and they had good word for Dr. Hiland. I would be glad if more of the brothers would find time to call on these brothers as they seemed so glad to see me. No doubt your visits would be more comfort to them than was mine.

Death has again taken from our ranks Brothers Thomas Cavanaugh, a shopman; C. F. Brice, conductor, Jefferson Ave.; and E. H. Myrick, of Page Ave. These brothers were true and loyal union men and we join with their many friends in their sad bereavement and extend to them our most heartfelt sympathy. —788.

RAISE FUNDS FOR CHARITY HOSPITAL

New Orleans, La.—Our Division has started a drive for a worthy cause. The oldest and greatest hospital in the city of New Orleans, in fact throughout the State of Louisiana, known as the Charity Hospital has appealed to us for assistance. Our members are each buying a button at One Dollar apiece. We have reached the Three Thousand Dollar mark and still going higher. We are not stopping there but intend to give a picnic sometime later and turn the whole amount over to the Hospital. We hope to raise at least Ten Thousand Dollars. Other organizations will also contribute.

The Arabella Gymnastic and Library Club, members of Division No. 194, from Arabella Barn, gave their first grand trolley ride and dance on Saturday, May 26, at Spanish Fort. It was a great social and financial success, and the members are eagerly looking forward to the next affair. The Public Service Co. donated eight cars, which act was appreciated.

Brother George Hart, better known as Red Hart, has announced his candidacy as a delegate to the Oakland Convention. The following brothers' hats are also in the ring: Brothers Ed. Villion, P. Engelbracht, James Rodgers, Gus Heintz, Treasurer Bordeaux, and last but not least, your humble servant A. L. Richard. —Cor. Sec'y.

ONE HUNDRED PER CENT

Joliet, Ill.—Brother H. Brinckhoff, on a thirty day's leave of absence, is visiting relatives in California. Brother R. C. Beebe has taken Brother Brinckhoff's run.

Brother Louis Keeley has an Interurban run for thirty days.

Brother G. Trent will work the night shift for thirty days.

Brother Gibbs is moving from Joliet to Plainfield on the Lincoln Highway.

Brother Charles Wilson has been working the freight car in Brother Starr's absence.

Division No. 537 is 100 per cent. —G. W. R.

DETROIT DIGEST

Division No. 26 is yet busy on the wage subject, as affecting both the Detroit United Railway Branches and the Municipal Ownership Branch. Upon the Detroit United Railways the Local is working collectively with Divisions Nos. 90, Port Huron and Mt. Clemens; 111 Ypsilanti and Ann Arbor; and the Monroe Branch, where heretofore four separate agreements have governed. Our Joint Board is being assisted in this work by International President W. D. Mahon, and in his absence by Vice-President Wm. B. Fitzgerald. We have arrived at a place where all matters that seemingly can be agreed upon have been accepted by both parties, and other provisions will likely go to arbitration. The Chairman of our Joint Board is Brother Carl Kay of the Flint Division. He represents the largest groups of men involved in the negotiations.

Upon the M. O. Branch the subjects pertaining to wages and overtime have been submitted for arbitration. This was the result of a recent conference, held by our negotiating committee, assisted by International Vice-President Wm. B. Fitzgerald, with his Honor, Mayor Frank E. Doremus, City Street Railway Commission and the acting Manager, Mr. Ross Schram. The arbitrator named by the Association is Judge E. J. Jeffries. The construction of an arbitration board is at this writing awaiting the appointment of an arbitrator by the Street Railway Commission. This matter is in charge of President Har-Geo, Business Agent Garrett Burns, Secretary Clarence Nugent and Committeemen Robert Otis, Fred Fall and Glen Swarts.

Proposed changes in By-Laws applying to nominations and Elections:

Qualification for Office

Section 5. No member shall be eligible to any office within this Division nor as a delegate or alternate to any convention, unless he has been a member in continuous good standing in this Division for a period of two years or more in active service prior to election.

Officers

Section 6. The Officers of this Division shall consist of President, One (1) Vice-President, Secretary-Treasurer, Business Agent, Sergeant at Arms, Executive Board Members and Dues Collections. Delegates to the Detroit Federation of Labor.

Nomination of Officers

Section 7. Part of Sections 6, 7, 8 and 9 of old laws included in this Section.

Nomination of Officers for this Division Association shall take place at the Executive Board Meeting in November and nominations shall be in order upon the day set aside from 9 A. M. to 4 P. M.

No Member shall nominate another unless such member nominated be present or shall have given his consent in writing signed by him agreeing to become a candidate for office.

No Member shall be nominated for more than one general office at any one election in this Division Association.

The Secretary shall notify the members three (3) days, by written notice or bulletin, before nominations are to take place and shall state the date, place and time that nominations will be received for office in the Division Association.

The President at 4 P. M. on day of nominations shall declare nominations closed and order the Secretary to prepare the ballots and to place the names of each candidate in alphabetical order.

Election of Officers

Section 8. To take place of Sections 10 and 11 of old laws.

General Election

The General Election shall be held on the first Monday in December of each year. All Officers shall hold office for one (1) year. The Polls shall be opened on day of election from 8 A. M. to 6 P. M. Local time.

The President shall appoint a sufficient number of Election Inspectors whose duty it shall be to take charge of the elections.

No two Inspectors shall be appointed from the same line unless it is found that sufficient Inspectors cannot be provided in this manner, and in such cases Inspectors shall be as near as possible equally divided and selected from the various lines.

No candidate for any office shall act as Inspector.

The Election Inspectors shall meet on the morning of election prior to the opening of the polls, and get the necessary number of ballots. The President shall appoint the Chairman of the Board of Election Inspectors.

The Chairman of the Election Board shall remain at the Local Office all day on the day of election.

All Ballots must be counted at the Local Office. The balloting in the general election shall take place at or near the car barns of various stations.

Each member of this Division Association in good standing and in possession of his working card, and whose name appears upon the voting list, prepared by the Secretary, shall be entitled to vote at all elections of this Division Association.

No names will be placed upon the voting list by the Secretary, other than those appearing as members before the books of the Division Association.

At the various voting places no votes will be accepted by election Inspectors unless names of members appear on the voting list and no names shall be added to the voting list after voting list has been given by the Secretary to the Election Inspectors.

Inspectors of Election where their duties prevent them from reaching their proper voting place to cast their ballot shall be permitted to cast their ballot at the Local Headquarters at the time of turning in the Ballot Boxes.

It shall be the duty of the Secretary to provide the Election Inspectors with sufficient ballots for each and every member entitled to vote at any election of the Division Association.

Members known in this Division Association as International Members and who pay their dues at Local Office shall cast their vote at Local Headquarters of Division. A voting list will be compiled by the Secretary for such members.

Where it is found that members in active service are prevented due to their duties from reaching their respective voting place to cast their ballots on being reported as qualified by the Secretary to the Chairman of the Election Inspectors and approved by the Chairman of the Election Inspectors these members shall be permitted to cast their vote at Local Headquarters of Division Association, a list of such voters to be kept by the Chairman of the Election Inspectors as records of the election.

The only printed matter that will be permitted to be circulated by the candidates or any member assisting him in his election, will be a card the size of an ordinary personal business card—said card to contain no more than his photograph, his name, the office he desires, the line he works upon, and the date of the election. Failure to comply with this law and found guilty of the same will be sufficient cause to disqualify them as candidates and may be also fined, suspended or expelled from this Division Association.

Section 9. The election for Officers in this Division Association shall be held under what is known as the choice or preferential voting system.

Manner of Conducting Election

After the polls close the Chairman of the Election Inspectors shall instruct the Inspectors and Clerks of election to proceed to count the ballots.

Where a majority is not arrived at in the count of first choice, the election Inspectors and Clerks shall proceed to count all choices and then announce the results.

The ballots, tally sheets, and voting list shall be placed in the ballot boxes, signed by the Chairman and the other Inspectors of the Election. The box will be sealed and placed in safe position for future reference, if necessary.

The count of the Inspectors and Clerks will be final unless some candidate or candidates shall ask for a recount.

A Candidate receiving a majority of all votes cast on a final count shall be declared elected to the office for which he was nominated.

The Ballot shall be so arranged that each voter can mark his ballot for the candidate in the order in which he prefers them.

Each Candidate may watch the counting or delegate one (1) to watch said counting for him.

No interference with the voters will be permitted and the Inspectors of the Election at the various voting stations will be held responsible for the carrying out of this law.

In Inspectors will deposit the ballots on being handed the same by the voters.

Sample Ballots will be posted in a conspicuous place in each of the various voting stations at least three (3) days prior to the election.

Sample Ballot will contain list of candidates, their lines, also statement of expression or instruction to the membership as to marking of their ballot of the candidates of their choice.

All Ballots shall be initiated by the Inspectors before being handed to the Voters.

Obligating of Officers

Section 10. Taking the place of Sections 18 and 19. The regularly elected officers of this Division shall

be installed at the first meeting of the Executive Board after the General Election. They shall enter upon their duties the first day of January following their election except in the case of a vacancy when they will take office immediately following election.

Any officer of this Division who shall absent himself from two (2) successive meetings of the Division or from two (2) regular meetings of the Executive Board without giving sufficient excuse, the Division or Executive Board shall have his office declared vacant by the President and another member elected by the Division Association to fill such vacancy.

Special Voting

Section 11. Taking place of Section 12.

It is further provided, that when any question arises in this Association which in the opinion of the Executive Board requires the vote of the entire membership, the Board can order the Secretary to have a ballot taken at each and every barn upon such questions, it being understood that the members shall before such vote is taken, be properly informed as to the proposition and its intent.

Election of Delegates

Section 12. Taking place of Section 48 and 49. Delegates to the Convention of the Amalgamated Association of Street and Electric Railway Employees of America, shall be nominated and elected in accordance with the provisions of the election laws of this L. D. and the General Constitution and Laws of our Association. The Secretary upon receiving the call for the Convention signed by the International President shall report the same to the first meeting of the Local Executive Board after the call has been received. The Officers and Executive Board shall, subject to the approval of the L. D., be empowered to set aside a day for the nominations to be handed in and will also make arrangements for setting aside a day for the election of delegates. In the election of delegates to all other Conventions this section will apply.

The Executive Board shall be empowered to recommend subject to the approval of the Local Division Association the number of delegates that are to attend any Convention.

Delegates To Detroit Federation of Labor

Section 13. Taking the place of Section 50.

The President, Secretary-Treasurer, Business Agent, Vice-President and Executive Board Members by virtue of their office will be the delegates to the Detroit Federation of Labor. Any additional delegates will be selected by the President subject to the approval of the Executive Board. It shall be the duty of the President, Secretary-Treasurer, and Business Agent to attend all meetings of the Detroit Federation and to make suitable reports to the Executive Board and Division of the workings of the same. All other members will make it a point to attend these meetings as often as possible and keep the Division in proper touch with the labor movement of the City.

In special conventions or meetings of labor the Division will be represented by the President, Business Agent, and Secretary-Treasurer, without other arrangements should be made by Division and the International Constitution and Laws of our Association.

Recount

Section 14. Taking place of Sections 16 and 17.

Immediately after the vote is taken the Chairman of Election Inspectors will announce the results to the candidates or their representatives interested when, if there is any objection or motion of appeal for recount, the Inspectors will immediately recount the ballots in dispute. When, after said recount is taken Chairman of said Board will announce the result. Whenever a recount shows a tie, a second recount shall be held which recount shall be final.

In the event of a tie vote being found in the election or in the recount, a member chosen by the candidates in question or appointed by the Chairman of Election Inspectors in case they cannot agree shall draw a ballot and the candidate opposite whose name a cross (X) appears, shall be declared elected.

Section 41. The Local Executive Board and Dues Collectors shall consist of the following:

Baker and Springwells—One member, also to act as dues collector.

Brush—One member, also to act as dues collector. Croastown East—One member, also to act as dues collector.

D. M. & T. Branch Division 26—One member, also to act as dues collector.

Fort West Carhouse—One Executive Board Member representing lines pulling out of that barn; and also one dues collector for the same.

Flint Interurban—One member, also to act as dues collector.

Flint City—One Member, also to act as dues collector.

Fourteenth Carhouse—One Executive Board Member representing lines pulling out of that barn; and also one dues collector for the same.

Jefferson—One Executive Board Member representing the lines pulling out of that barn; and also one dues collector for the same.

Gratiot—One Executive Board Member representing lines pulling out of that barn; and also one dues collector for the same.

Michigan—One member, also to act as dues collector.

Trumbull—One member, also to act as dues collector.

Orchard Lake—One member, also to act as dues collector.

Pontiac—One member, also to act as dues collector.

Sherman—One member, also to act as dues collector.

Woodward Avenue Carharns—One Executive Board Member representing lines pulling out of that barn; and also one dues collector for the same.

Wyandotte—One member; also to act as dues collector.

Shoemaker Car house—One Executive Board Member representing lines pulling out of that barn; and also one dues collector for the same.

Junction Car house—One member, also to act as dues collector. M

TOWN WILL BOOM

Newport, R. I.—The city by the sea is now in radiance and ready to receive the Atlantic Navy Fleet which will base in Newport Harbor during the Summer. The New York-Newport Airplane Line will be established and then our little town will boom.

A five cents car fare is now being tried out here. Under it business has actually increased wonderfully, whether from the 5 cents fare or not.

Brother James J. Murphy, who has been President of Division No. 688 since the Local was instituted in 1916, is yet on the job and enjoying good health. We expect to keep him where is for several years to come.

The city basketball championship was won by the team representing the Newport Electric Corporation, under which we are employed.

Brother Geo. Hattub, our veteran warden, has found one of the Newport "400" who is agreeable to unite with him in the continuance of her life and they are soon to be married. —688.

CARNIVALS MAKE BIG BUSINESS

Decatur, Ill.—Brother W. V. Sadroux recently served five days on the extra board for failing to make his turn-in. Don't forget next time.

Brother H. F. Deardorf has purchased a New Orleans auto.

Mrs. and Brother Fred Smith are enjoying a 16 day motor trip on a visit to Louisville, Ky., Cincinnati, Columbus and Marion, Ohio. They left May 23.

Two carnivals held here in May and June gave the extra and daylight men lots of work and our company an increased business.

The Three Eye League played 19 games of ball here in May.

We want a big delegation in Decatur, July 4, 5, 6 and 7th, to help us celebrate the opening of the Big Lake. A large program will be on for the four days. Anyone visiting Decatur during that time will receive a warm welcome. —859.

BROTHER BROWN AT LAST

Indianapolis, Ind.—Perhaps the most interesting item from Indianapolis that can be placed before the readers is the announcement that the marriage of Miss Maud McKay and President Albert Brown of our Local will take place on June 27. Brother Brown has been President of this Local since the Local was first instituted, and has been an important magnet that has held the organization together. Rumor has it that following the wedding Brother and Mrs. Brown will take up their home at Lima, Ohio, where Brother Brown is at present employed.

Brother Harry Ramsey is improving slowly from sickness and is at his home again.

Brother F. W. Shigley is slowly convalescing at his home.

The newspapers advise that the case of Will H. Latta, Attorney, Claypole Hotel, and Edwin A. Hunt, Real Estate man of this city, charged with

conspiracy to embezzle County funds, will be tried in June in the Marion County Court, before Circuit Court Judge Fred C. Gauss of Henry Co. The men were indicted in April, 1922, with Richard V. Sipe, County Clerk, who pleaded guilty and is serving a sentence for embezzling \$143,616.47. The trial of Latta and Hunt was venue from Judge James J. Collins of the Marion County Court. Attorney Latta will be remembered as the Indianapolis Street Railway Attorney who in the interest of the Company, fought Division No. 643, of this Association in its process by which the company destroyed collective agreement relations and obtained an injunction restraining interference with the Master and Servant Contract system of employment in this city. —645.

GOING ALONG NICELY

Hamilton, Ont.—Things are moving along very nicely around the trainmen's room where members of Division No. 876 frequently assemble.

Brother Hiram McDougale is working car 149 and the boys hope Sam Shaw will keep him there.

Brother Joe Riley, some time since, was hit by an infuriated passenger. It cost the passenger \$58, rather the reverse of the Jack Dempsey receipts.

Brother Mel. Hurst is to soon join the ranks of the Benedicts.

The Ford car owned by Brother Fred McDougall was stolen the evening of May 27. With the aid of Phil Crabtree, he found it in an alley behind a blacksmith shop.

Brother Sam Wright visited Toronto during the last two weeks of May, buying oats and hay. Sam's heart is in the right place.

Rumor has it that Brother Herb Fairclough is soon to be married.

Brother J. Harmon sustained a slight operation on one of his eyes on May 28, but is again on the job.

Brother C. J. Smith is at his old home town convalescing. We hope he will soon return to the job.

Brothers Sam Shaw and Phill Crabtree have constructed a new boat that they have named Spark Plug. Frank Ireland says it is some boat. Brother Bruce Konte has already challenged Spark Plug for a race.

Brother Frank Chelter has patented a knife for cutting dandelions and has received many orders, due to the dandelion wine fad.

Brother H. White recently spent a full day dead-heading from Dundas to take Sam Wright's place.

Not one member of Division No. 876, is off sick, at this writing, except Brother C. J. Smith. —876.

WAGE AGREEMENT CONFERENCES ARE PROGRESSING

Waterbury, Conn.—Brother Lewis Graham says he wishes that Brother Nathan Foster on Santa Man, would observe the stop rule on passing trolley cars, especially on the Water Town Line. How about it, Brother?

We hear that Brothers Martin Kelly and James Carroll took a ride in their Chevrolet to Torrington. Carroll thinks there is no car like the Chevrolet.

Brother Freddy Rogers is right at home with the open cars. There he always makes a hit with the fair sex.

Brother Commerford is on the sick list with a broken wrist.

Brother Frank Adams passed from this life at his home the morning of May 27 of apoplexy. He is survived by a widow and four sons who have the heartfelt sympathy of Division No. 570.

We are not yet able to report upon our wage agreement procedure. —570.

A CREED

There is a destiny that makes us brothers;
None goes his way alone.
All that we send into the lives of others
Come back into our own.

I care not what his temples or his creeds,
One thing holds firm and fast—
That into his fateful heap of days and deeds
The soul of man is cast.

—EDWIN MARKHAM.

CESSPOOLS OF HATE

The tragedy of the Rhur continues, with the usual and expected accompaniment of vandalism, brutality, malice and military arrogance. According to a high officer of the U. S. Army from the Interallied Rhine-land High Commission, "The French occupation has drifted to a deadlock, and they are finding it impossible to operate the industries of the section." The English "Manchester Guardian" reports: "Every day dozens of Germans are arrested, expelled, imprisoned, or fined, but no one takes any notice, for these things have become too commonplace." A trustworthy American correspondent sends the following dispatch:

Here at Oberhausen the French have evacuated the railway station which they occupied for several weeks. Every telegraph apparatus, telephone and switch-board is demolished, every record torn from its file, every uniform of a German railway official slashed, every sanitary bandage besmeared, every chair and desk smashed, every ticket machine disabled, every railway switch lever twisted, every freight car robbed of its contents. I have photographs to prove these statements. Whether the demolished goods belonged to railway employes or private individuals, to the state which owns the railways or to commercial firms whose freight happened to pass through here while French were in charge, everything has been designedly destroyed.

The finest building in the industrial city of Herne, the People's House, erected by the trade unions, has just been seized by the French troops, robbed and smashed, and the protesting workers told: "You may come back in twenty years to ask for your furniture."

These outrages are as foreign to the peaceful nature of the French people as they are to the nature of the American or the English people. Imperialistic militarism, not the French people, is to blame. We do not say French militarism, for militarism has no nationality. It is as bad in a German or French uniform as it is in a British or American. The shame is that the French people will have to suffer for it. They are already suffering by a 30 per cent increase in the cost of living. They are also suffering in unemployment. The majority of the large French blast furnaces have closed down for lack of fuel, since the 1,100,000 tons per month of coke and coal received before the invasion has now shrunk to 75,000 tons for the month of April. The French people will also have to pay in taxes, for the French financial experts, who are still unable to balance their 1923 budget, estimate the direct and indirect cost to Europe of the occupation of the Rhur at five billion francs.

The greatest cost of this military folly, however, is not in money or fuel or employment, but in the grim cesspool of hate and bitterness which will poison the happiness and peace of Frenchmen and Germans for decades to come. This is the supreme crime of the Rhur.—Locomotive Engineers Journal.

To those who recognize the true scope and usefulness of the union label, its value can not be overestimated.

"Help us to be free wage earners" is the appeal voiced by a large number of American born coal miners in Kentucky, in petitions filed with the United States Coal Commission yesterday. In their petition, the miners state: The coal operators force us through their personal agents to sign a contract that we will not join the United Mine Workers of America. If we do not sign the contract, then we are forced out of our jobs and forced out of the coal company houses.—Washington Herald.

The employe who aspires to become a master must master his job.—Forbes Magazine (N. Y.)

Nothing can check our progress, if the members of organized labor will always demand the union label.

SUGGESTED ECONOMY PLAN

A Pacific Coast member of the Amalgamated Association of Street and Electric Railway Employes of America, desires to submit to the membership in general a twenty year program plan of objects for consummation which he believes would result in freedom of the American workers. The subjects, he submits, are for consideration in the union meetings and homes of union men and wage workers. They are as follows:

I—Union Banks to pay the same rate of interest as the Postal Savings Banks on saving deposits, and loan this money to union home builders at $\frac{1}{2}\%$ more than is paid to depositors. Money up to 50% of a local bank's savings deposits for union homes. 20% of the deposits being allowed for union co-operative industrial and agricultural investments.

II—Immediate beginning and completion of the Boulder Creek Colorado River Project.

III—Immediate investments in union co-operative wheat and cereal mills, coal mines, oil and gas wells, broom and shoe factories, banks and woolen mills.

IV—Full socialization of health.

V—ADVERTISING OF ALL UNION MADE GOODS.

VI—Reforestation.

VII—Complete restriction of immigration for ten years.

VIII—Building and enlarging U. S. dirigible Air Ship Plant.

IX—Completion of good roads and trails.

X—Complete restocking of streams, ocean shores and preservation of wild game.

XI—Full support of Farm Bureau and agricultural department.

XII—More out door life and recreation.

XIII—Improvement of evening high schools.

XIV—Completion of main waterways.

XV—Gradual reduction of army, navy and marine corps.

XVI—Full support of growers and graziers organizations.

XVII—Distribution of state records every four years for vocational guidance.

XVIII—U. S. production of chemical, mineral and other fertilizers.

XIX—Single Tax.

XX—Standardization of all power machines and release of all machine patents.

XXI—An act of Congress to print and sell \$3,000,000,000. in Railroad Savings Stamps, denominations of five cents to One Dollar. Railroad Savings Certificates, denominations five to One hundred thousand Dollars, for the purpose of purchasing the steam railroads of the U. S.

XXII—An act of Congress to electrify the steam railroads of the U. S. beginning with the divisions nearest the hydroelectrical power sites, the coal collieries, the oil lakes. This development to be paid out of the \$3,000,000,000. purchasing fund.

ANOTHER OPEN SHOP BALLOON EXPLODES

President George L. Berry, of the International Printing Pressmen and Assistants' Union, has been exonerated.

Many will now ask: From what alleged offense has he been exonerated?

Some three years ago the International President of the Pressmen's Union, together with other officers, and a multitude of Locals, was charged with misappropriation of funds of the Pressmen's Union. Open shop advocates and propagandists made much of this charge against President Berry because of his popularity in the labor movement and the fact that the Pressmen's Union is one of the aggressive organizations of the American Federation of Labor. To open shop employers it was a fine morsel of reflection and was specially used by non-union printing concerns throughout the country and published wisely at the time.

The facts are in brief: The Printing Pressmen's Union, under the direction of its International President, who is an exceptionally able man, purchased property and constructed a home for pressmen in Tennessee. Near the foothills was purchased a large tract of land and an attractive and well apportioned home for pressmen was constructed thereon, together with buildings convenient for the treatment of the sick, as well as for their entertainment, to make life more pleasurable to those who had not been able, through the course of their labor's to establish homes for themselves. Following the planting of this beautiful home and its development to an attraction, President Berry and his Executive Council of the Organization conceived that immediate to the home and conveniently within its acquisition existed the opportunity of establishing a power plant that would bring vigorous returns to the pressmen's union and relieve the union of a large portion of the expense of running the organization and the home. The move was generally concurred in by various locals and naturally projected.

The Chicago Local of the International Pressmen's Union looked upon this move of developing a utility plant by the International organization as misappropriating money to that object that the Chicago Pressmen's Local held to have been contributed or paid in in the way of per capita tax for other purposes and particularly to establish a militant fund. This attitude was taken from the fact that the Chicago Local, many believed, had absorbed into its membership a vigorous faction of the so-called radical movement with whom had developed a purpose consistent with the so-called one big union movement that actively existed at that time. Evidently controlled by this element that was boring from within, and very vigorously so some three years ago, it protested this utility expenditure on the ground that the Local had a property right in the Pressmen's Union, which was not being properly conserved by President Berry and his associates, and Locals supporting him. The Local refused

further to pay per capita tax into the International in accordance with the obligation upon which the International was based, and brought suit against President Berry and his associates with the purpose of ousting them from their offices and obtaining a judgement in an action of wrong. Could such a judgment have obtained it would have established through the courts the charge of wrongfully appropriating funds that was placed against President Berry. Those who are familiar with the case believed it would never be brought to trial, from the fact that it had no merit. The Chicago Local in bringing this action practically outlawed itself.

The Chicago local had its experience, has discovered the direction in which it was moving, and the case against the International has been dismissed and a petition from the Chicago Local for re-affiliation was made, which has been accepted and the Local is again in the International Union in good standing. The experience cost the Chicago Local some \$45,000 and President Berry and his associates have been exonerated.

President Berry of the Pressmen's Union served in the late war, where through distinction he rose to the position of major. It would have been another opportunity to discredit trade unionism had this case of the Chicago Local been supported by the least possible merit. At the time the suit was brought, much was made of it in the newspapers throughout the country, by open shop propagandists. It is likely that little will be seen in those same mentors to advise the public that the Pressmen's Union stands unblemished.

The legislature of Illinois, during its recent session, killed the so-called "Military Police Bill." Senators who urged the adoption of this measure were Henry F. Dunlap and Otis F. Glenn. Twenty-three Senators voted for the bill. Thus the State of Illinois will be liberated from the expense of sustaining what, were it not for its efficiency in the interest of the open shop employers, might well be termed a militaristic luxury. There isn't a state within which a state constabulary exists that can show a service that will offset the taxation necessary for its maintenance.

Data on U. S. immigration shows that immigration of British, German and some other desirable nationalities has fallen far short of the privilege the present immigration law permits. But those are not the type of immigrants evidently sought by such free immigration exponents as Judge Gary of the U. S. Steel Trust.

The Public Health Service of the U. S. announces that there are continuously one million persons sick with tuberculosis. Mention is made that the underfed can least resist the disease. This particularly applies to children. It is a matter, thus, that should receive consideration in wage adjustments.

RAIL LABOR UNIONS OFFER REWARD FOR HARRISON LYNCHERS

Cleveland, Ohio.—A \$5000 reward will be paid by the sixteen standard railway labor organizations, according to a statement issued by Grand Chief Warren S. Stone of the Brotherhood of Locomotive Engineers, Chairman of the Union Executives' Association, for information leading to the arrest and conviction of the parties connected with the lynching of E. C. Gregor, a striking shopman on the Missouri and North Arkansas Railroad, at Harrison, Arkansas, last January. This reward is in addition to the \$5,000 recently appropriated by the Arkansas State Legislature for the same purpose.

The decision to offer a further bounty for the apprehension of the ringleaders in the Harrison murder mob is the result of a conference just held in this city between the executives of the railway labor organizations and a committee representing the striking employes on the Missouri and North Arkansas Railroad. This committee asserts that the local authorities are taking no steps whatever to punish the men responsible for this crime, that the reign of violence in Harrison still continues so that men are assaulted and flogged and driven from their homes for expressing sympathy for organized labor, and that, in fact, free government has ceased to exist in several counties of Northern Arkansas. The committee brought affidavits showing that even the administration of justice in that section has capitulated to mob rule to the extent that V. D. Orr and A. Wise, two former employes of the M. & N. A. Railroad, have actually been thrown into the state penitentiary with the consent of a federal judge, despite proofs of their innocence.

According to Chairman Stone, the proffer of this \$5000 reward is prompted not merely by the fact that Gregor was an executive of the Machinists Union, but also because, as good citizens, the railway employes desire to help clean up the disgraceful condition of crime and lawlessness which has governed northern Arkansas for the past three months. "A republican form of government in this section of Arkansas," Mr. Stone said, "has been virtually extinguished by the armed mob committees incited by the M. & N. A. Railroad. For more than a year union labor has been on strike against this Railroad because of the imposition of a 25% wage cut. The road has endeavored to maintain operation with incompetent employes, with the result that defective engines have dropped live coals on trestles and bridges along the right-of-way with disastrous consequences. For the alleged burning of one of these bridges a mob of armed men, many of them drink, were brought into Harrison last January by the M. & N. A. Railroad, and turned loose to flog strikers and their friends, run them out of town, drive their women and children from their homes, and intimidate all public officials who dared to oppose shotgun rule. In the midst of this orgy of lawlessness, E.

C. Gregor, Secretary of the local Machinists Union, a property owner and a thirty-second degree Mason, was taken from his home and hanged, although he was not in the city at the time of the alleged bridge burning.

"Under threats of death, members of organized labor have been compelled to leave Harrison, and are not yet able to return, despite our appeals to the Governor of the State and the Attorney General of the United States for protection. We are offering this \$5000 dollars reward in the hope that we can secure some action looking toward the proper punishment of those responsible for the continuance of this criminal reign of terror in Arkansas."

DETROIT CO-OPERATORS DO GREAT BAKERY BUSINESS

A bakery employing 100 men and women, and women, with a plant and equipment worth more than \$300,000, keeping a dozen trucks busy every day—this is the way the Polish consumers of Detroit talk co-operation. Just seven years ago a few of them got the great ambition to build up a bakery business which would provide their families with pure, wholesome, and nutritious bread at cost. Today they own five flourishing co-operative enterprises as a practical monument to their ideals of democratic industry and unselfish service.

The Detroit co-operative bakery is financed entirely by the bread consumers, who subscribed to the bond issue necessary to finance the business. Each member has only one vote in the government of the business. Six large bread ovens in the modern, sanitary plant turn out 35,000 loaves of bread weekly, besides other baked goods, amounting to an average weekly business of \$7,000. The model equipment of the co-operative bakery includes even a refrigerating plant.

These Detroit co-operators also own four prosperous retail stores which distribute bread and pastry direct to the consumers. Waste is cut out all along the line, and as a result, the demand for co-operative baked and marketed bread is growing by leaps and bounds.

CO-OPERATIVE NEWS SERVICE.

"The Railroads complain of labor unions, but dealing with scabs and wholesale strike-breakers is not all profitable or pleasant. The New York Central Railroad accuses Mr. Ascher, who supplied and boarded strikebreakers recently, with overcharging from 500 to 900 per cent, padding the bills and swindling the company. The ideal system would include well organized, prosperous employers, well organized, well paid employes, all differences submitted to fair arbitration. But in industry, as among nations, men would rather fight than arbitrate, although it costs more and opens employment to swindlers."—ARTHUR BRISBANE in the Detroit Times.

Humility often betokens innate ability.—*Forbes Magazine* (N. Y.)

ROMANCE OF THE ELECTRIC MOTOR

By C. M. Ripley, Electrical Engineer

A generation ago, electric motors were little more than toys.

Today they are the driving engines of the civilized world. They vary in capacity from 1-200 part of a horsepower up to ten thousand horsepower. The smallest is the size of a spool of thread and the largest will reach from the ground to a second story window.

Many millions of motors are used to turn the wheels of modern industry and to lessen the work of the housewife. They serve you when you ride in a street car, or in an elevator, when you step on your self-starter, when you clean your carpet with a vacuum sweeper. Even when you want a drink of water it is a motor that pumps it ready to your hand. But as familiar as this faithful servant is, few people realize that the four quarters of the world were searched for the materials necessary to produce it.

For in order to make even the simplest kind of a motor, over a hundred different materials are required. No doubt among those who read this, there are thousands of workers of hand and brain who themselves build electric motors; and other thousands who help to provide many of these materials. But further away still, in foreign lands, there are other thousands of men, working in a score of different countries collecting still other ingredients for making electric motors. Many of the workmen are dressed in strange garb, they speak a strange tongue, and many are burned with the tropic sun. They dig in the mines. They harvest, in fields, they pick, gather and scrape to provide the materials for building a motor.

Then these 111 materials must be carried 250,000 miles, a quarter of a million miles on sea and on land, on elephants and on camel's backs, and on peons' shoulders before they arrive at the electric works in the United States. No doubt hundreds of you readers have assisted in applying material used in an electric plant, or you have designed, tested or built electrical machines and devices. You should have the satisfaction of feeling that you have played your part in making the electrical industry what it is. You even helped to make possible radio—that marvelous method of sending messages speeding to you through the air.

In the next ten minutes let us build an imaginary motor. As you will see, it is necessary to obtain some of the materials from the mineral kingdom. Let us go back to original sources in mother nature.

First, consider the wires that carry the electric current in the motor. These wires were made from copper ore mined and melted in Montana, refined in New Jersey, and drawn into wire in Rome, N. Y., or in the Ansonia works, Waterbury, Conn., or in Elizabeth, N. J. In the electric works some of the wires are covered with silk originally made by yellow men who unwound the cocoons that worms spun on

mulberry trees in China. After crossing the Pacific ocean the thread was finished in Connecticut. Other wires are covered with rubber. It is really a compound made of rubber that brown men tapped from the trees of Ceylon, mixed with zinc from Missouri, whitening from France, and vulcanized with sulphur from Sicily or Louisiana. Still other wires defy the heat with a covering of asbestos, mined in Quebec and refined and spun into yarn in New Jersey or Pennsylvania.

These wires are wound into coils and covered with cotton tape. The cotton picked by the black men in Texas, spun in North Carolina, woven in Pawtucket, R. I., and given a finishing treatment in Utica, N. Y.

The coils are then soaked in a varnish compounded of copal nubs from the Philippines or kauri chips from Singapore. These are fossilized gums exuded from trees long buried under the earth in these far tropic lands; to these ingredients are added raw amber from Cyprus or Turkey, linseed oil made from flaxseed grown in the Argentine Republic and refined in New York. But still more is needed to complete the varnish. To these are added China wood oil from China, spirits of turpentine made by black men in Georgia, and also petroleum products from Oklahoma, which were refined in Texas or New Jersey. That is the story of one type of insulating varnish. But still the coils are not finished.

They must be baked in furnaces burning fuel oil piped in one long pipe half way across the continent. For it is pumped 1,320 miles from Texas to the New Jersey refinery, whence it came by rail to the electric works.

The ends of the wire are soldered together with solder which is made of lead from Colorado or Mexico, mixed with tin from the East Indies.

Then the terminals received a coat of shellac. How many of you realize that shellac is an animal product. It is deposited by tiny insects on the twigs of trees in India. Brown men climb high up in the trees and break off the twigs, then scrape off the shellac, which in the United States is dissolved in grain alcohol from Michigan.

Then the iron and steel.

The iron in the motor was made from Minnesota ore, smelted in South Chicago with Michigan limestone and coke made from Pennsylvania or W. Virginia coal.

The round steel shaft was once iron, but in roaring Bessemer converters or in white hot open hearth furnaces, the iron was changed into steel, poured into ingot moulds and rolled time and again until it became a rod from which the shaft was cut and sized in the electric works at Schenectady, N. Y.

Now we will have to take an ocean steamer half way around the world, in order to obtain metals for the bearings in which the motor shaft rotates. We must get tin from Singapore, antimony from China and copper from Montana.

The coils of wire are hidden in slots in the

armature or rotating part of the motor. The armature is made up of hundreds of sheets of special silicon steel, little thicker than a sheet of heavy butcher's wrapping paper. After the wires are hidden away, the rotating part is bound with phosphor bronze wire. Each ounce of this wire involved the carrying of its ingredients almost 16,000 miles; for the Montana copper traveled 2,745 miles, the zinc came 2,000 miles from Oklahoma; the tins 11,000 miles from Singapore, the finished wire was then brought 314 miles more to the electric works.

What a remarkable accomplishment in transportation and manufacture; that those 111 materials are gathered in the four quarters of the world by white, black, yellow and brown toilers; then carried a distance equal to a trip to the moon; then assembled into simple and reliable electric motors; and that these motors are made available to the public on such favorable terms that in addition to their universal use in industry—millions of women have learned to operate them for lessening drudgery in the home. Practically the same materials are required to make radio apparatus and electric meters and transformers, even the complete electric locomotives that now haul railroad trains across the Rocky Mountains, one mile above the level of the sea.

Just stop and think a few minutes about what a wonderful thing modern industry is. Think, not only of the inventions themselves, such as radio, but think of the scientists who delved down deep into the electrical mysteries. Remember that—unconsciously co-operating with them, are thousands of men who work in distant lands, and who find, box and carry the raw materials. Picture the reddish brown Hindu with perhaps no clothes above the waist except the turban on his head. He is working today to help insulate the electric apparatus of 1924. He is a partner of the inventor and the engineer.

Remember, that 12,000 miles away a brown man in Ceylon, two or three years ago got out of a tree the very rubber that now covers the wire a few inches distant from your hand. Recall that a yellow man made the silk, and that a black man picked the cotton. And in closing, I want to remind you of those right here at home, the thousands who are working with hand and brain in research laboratories and in shops. They are making more electric motors and still more electric wonders. These men help make the world a better, a more human and a more interesting place to live.

That ends the story of how, by means of organization, a vast number of men of many, you might say of all races, co-operate to build that faithful servant of the twentieth century, the electric motor.

You are boosting your own labor and that of your fellow workers when you buy union-labelled products.

TABLOID OF INTERNATIONAL LABOR NEWS

GERMANY: Relief for Ruhr Population.—Members of the Association of Landowners of the Province of Brandenburg have voted to take into their homes 50,000 children from the territory occupied by the French.

LATVIA: Strike.—Krull machine factory workmen of Riga, after asking for a two hundred per cent increase of wages, went on strike, making it probable that the factory will shut down entirely.

POLAND: Unemployment.—As a result of industrial expansion, unemployment in Poland showed a large decrease for 1922, the decrease during the year being from 218,368 to 75,262. The first quarter of 1923, however, shows a climb, in unemployment figures, up to 117,343, due, principally, to the seasonal employment of February and March.

SPAIN: Strikes.—Labor agitation in Lisbon, on account of demands of from 30 per cent to 50 per cent increase in workmen's compensation, culminated during the past month in strikes of the stevedores, bakers, metal workers, wood workers, and carpenters. Delays to shipping and unloading, and scarcity of foodstuffs in the city markets were the principal difficulties affecting public interests.

SWEDEN: Successful Arbitration.—Arbitration in the building material industry has been successful and the laborers have gone back to work in all factories with the exception of one. —U. S. LABOR DEPT.

Free to Asthma and Hay Fever Sufferers

Free Trial of Method That Anyone Can Use Without Discomfort or Loss of Time.

We have a method for the control of Asthma, and we want you to try it at our expense. No matter whether your case is of long standing or recent development, whether it is present as Chronic Asthma or Hay Fever, you should send for a free Trial of our method. No matter in what climate you live, no matter what your age or occupation, if you are troubled with Asthma or Hay Fever, our method should relieve you promptly.

We especially want to send it to those apparently hopeless cases, where all forms of inhalers, douches, opium preparations, fumes, "patent smokes," etc., have failed. We want to show everyone at our expense, that our method is designed to end all difficult breathing, all wheezing, and all those terrible paroxysms.

This free offer is too important to neglect a single day. Write now and begin the method at once. Send no money. Simply mail coupon below. Do it Today—you even do not pay postage.

FREE TRIAL COUPON
FRONTIER ASTHMA CO., Room 627y
Niagara and Hudson Sts., Buffalo, N. Y.
Send free trial of your method to:

.....
.....
.....

Rapid Ready Change Maker

LEVER OPERATED

(Model 1921)

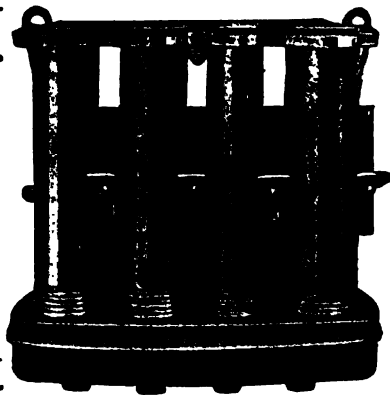
After twenty-five years experience manufacturing change carriers, being the first to originate such a device, we offer our new model, which by a simple adjustment throws ONE to FIVE coins from one or all tubes in any combination wished.

Holds fifty per cent more coins than other makes, with many new features not possible in others, that speed up fare collections. No springs to get out of order, will never rust or tarnish. Agents most cities, where not, will send for \$4.25. One style does for quarters, dimes, nickels or pennies. Our Ship Carrier, so well known, is \$2.50 either style, nickels or pennies.

A. F. NELSON, MFR.

Agents wanted.
Special prices.

907 N. Front St.,
Harrisburg, Pa.



WHEELING, W. VA. AGREEMENT

THIS AGREEMENT, Made and entered into this 24th day of March, 1923, by and between the WHEELING TRACTION COMPANY, including the PAN HANDLE, THE STEUBENVILLE, WELLSBURG AND WERTON and THE STEUBENVILLE AND WHEELING DIVISIONS, their successors, lessees or assigns, party of the first part, hereinafter called the Company, and LOCAL DIVISION NO. 103 of the AMALGAMATED ASSOCIATION OF STREET AND ELECTRIC RAILWAY EMPLOYEES OF AMERICA, party of the second part, hereinafter called the Association,

WITNESSETH:

That, Whereas, the contract between the Company and the Association entered into as of May 1st, 1920, will expire on the 30th day of April, 1923, and the Company and the Association desire that said agreement be renewed with certain alterations set forth herein,

Now, Therefore, in consideration of the conditions, stipulations and covenants hereinafter set forth, both parties hereto agree as follows:

The Company through its properly accredited officers, will treat with its employees and the properly accredited officers or committees of the Association upon all matters covered by this agreement.

Such Committee representing the Association shall consist of not more than five employees of the Company in addition to the president of the Association.

That the properly accredited officers or Committee of the Association shall have full power to adjust all differences that may arise between the parties hereto with the properly accredited officers of the Company, and all differences, except those expressly stated herein, shall be submitted to the Company by the properly accredited officers of the Association, and if an agreement can not be reached, the entire matter shall be submitted to the General Manager of the Company, and should he be unable to adjust the differences at issue, the same shall be submitted to a Board of Arbitration within ten (10) days after failure to adjust such differences. The Arbitration Board shall meet in continuous sessions until decision is reached.

The Board of Arbitration shall consist of three interested parties, as follows: One to be selected by the Company, one to be selected by the Association and the two so selected to select the third. Provided further that should the Arbitrators so appointed by each of the parties to this agreement fail to agree within a period of five days upon the third arbitrator, then the officers of the Company and the officers of the Association with the two arbitrators selected shall meet and see if it is possible to agree upon a third arbitrator or make such arrangements concerning the arbitration as they may deem advisable. The decision of said Board of Arbitration in writing by majority vote shall be binding on both parties to this agreement.

Expenses and compensation for said Board of Arbitration shall be borne as follows:

Each party hereto shall bear the expense of the arbitrator of their own selection and jointly bear the expense of the third arbitrator. All other expenses of the arbitrators to be borne equally by the parties to this agreement.

Section 1. This agreement shall apply to persons in the employ of the Company working as motormen, conductors, freight car helpers or shop and barn

employees and such employees must, if eligible to membership therein, become members of the Association within at least thirty (30) days after formally starting to work for the Company, its successors, lessees or assigns.

The provisions of Section 1, paragraph 1 shall apply to bus drivers or operators should the Company undertake the actual operation of same. It being agreed that all matters relating to wages, working conditions, etc., be determined by conference between the parties hereto ninety (90) days after such operation actually begins.

It is agreed that the Company shall have the right, at its discretion to dismiss any employee working under this agreement, within the period of ninety days after his or her employment without such dismissal constituting a grievance.

Section 2. Any member of the Association in the employ of the Company (except those expressly stated herein) suspended or discharged from the service of the Company shall have a notification of the charges for which he or she has been suspended or discharged within forty-eight hours after said action by the Company; if after a complete and thorough investigation of said charges by the accredited representatives of the Company and of the Association it is found that he or she is not guilty of sufficient cause to warrant such action on the part of the Company, he or she shall be reinstated to his or her former position and seniority rights, with compensation as provided for in this agreement for such of the time he or she lost through the unwarranted action of the Company as may be determined equitable by said Board of Arbitration.

Section 3. Any offense charged against a member of the Association by the Company must be notified to such member within ten (10) days after the date the offense was committed and has been brought to the Company's attention. In no case, however, shall a longer period than thirty (30) days elapse. Such member shall acknowledge such notification by attaching his or her signature to the report or other papers which stated the occurrence in which the offense arose. Failure on the part of the Company to present the charges within the specified time, if practicable, annuls the offense. But this provision shall in no way affect the records of the Company made up prior to May 1st, 1918 and further, shall not affect the official records made up during the life of the contracts running from May 1st, 1918 to April 30th, 1923.

Section 4. When a regular or extra trainman fails to report at the time specified by the Company, he shall be sharked to the foot of the extra list for one day for the first offense and two days for the second offense and three days for the third offense within thirty days; provided, further, that when a regular trainman reports for work on the day of his shark within two hours after his regular reporting time, and does work that day, the shark for his tardiness shall be cancelled. Provided that if the failure to report for duty is due to intention or indifference, it shall be subject to such discipline as shall be reasonable in the circumstances. The provision for cancellation of shark shall not apply to extra men unless they have been off duty less than six hours.

Section 5. It is further understood, agreed and guaranteed that all employees working for the Company under the terms of this agreement will perform

their duties at all times efficiently and loyally and will observe and obey to the best of their judgment, all the rules of the Company.

Section 6. All grievances (except those expressly stated herein) arising between the Company and any members of the Association shall first be submitted to the General Manager or other accredited authority of the Company by the accredited Committee of the Association. If the accredited representatives of the Association are unable to agree with the accredited authority or the General Manager of the Company, then the grievances shall be submitted to a Board of Arbitration as provided herein in not to exceed ten days thereafter.

Section 7. The basis of operation for motormen and conductors shall be nine hours for a days' work. All regular passenger runs shall, as far as practicable, consist of early and late straights and shall be paid straight time for the time actually consumed by the run, but not less than a nine hour day on week days. On Sundays this provision for a minimum of nine hours shall not apply. The time of all regular runs shall be divided as nearly equal as practicable.

The Company shall have the right, however, to establish such swing runs as may be necessary to meet franchise or other conditions, provided however, that no existing straight time runs shall be changed to swing runs on any given division.

Time and one-half shall be paid to any motorman or conductor holding or working a regular passenger car run, for time in excess of thirty (30) minutes over the schedule time of such run. Provided, however, that any motorman or conductor holding a regular passenger car run, including an extra man working a regular passenger run is called upon to do work in addition to that constituted in such run, he shall be paid overtime for such work.

Any motorman or conductor holding or working a swing passenger car run, shall be subject to work other than that constituted in such swing run without overtime pay for such additional work, until ten hours of work shall have actually been performed. All work in excess of ten hours shall be paid for at time and one-half.

Section 8. If an extra man (including any regular man who is on the extra list) is marked up on any day for any run assigned to him, he shall receive not less than five hours' pay at regular rate for such day, but it is understood that this does not apply to extra men who report generally as extra men to

take such runs as may be open. Extra men shall be paid not less than one hour for each time they may be required to report in person for duty, until relieved by accredited authority of the Company, provided that if an extra man is assigned to any work, bench time shall not apply.

Section 9. It is agreed by the Company that dues collectors of the Association shall have the privilege of collecting dues from the members of the Association inside the barns and the employees' private rooms but not on the cars of the Company while on regular or extra runs.

Section 10. All regular express, freight, work, cinder, line and coal cars shall be classed as regular runs, so numbered and shall be open for choice on June 1st, 1923 and on June first of each year thereafter during the life of this contract.

All regular express, freight, work, cinder, line and coal cars shall be manned by a full crew of motorman and conductor except in cases of emergency. Such emergency to be determined by the Company's representative in the first instance.

Section 11. Stools shall be provided for motormen and conductors and all cars shall be fully equipped by the Company before being taken out of the barn for runs.

Section 12. Employees shall be given free and unlimited transportation on regular passenger cars at all times, and on all lines owned by the Company.

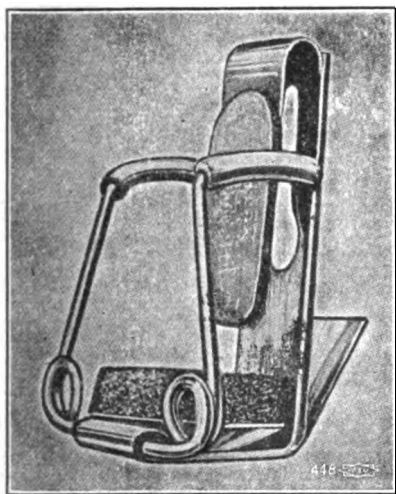
Section 13. All badges and punches necessary for the employees must be supplied by the Company. A reasonable deposit, to be fixed by the Company, shall be made by the trainmen upon such issuing, and such deposit will bear interest at four per cent if held as a deposit of one year or more, but not prior to May 1st, 1918.

Section 14. Any employee of the Company promoted from a position of trainman desiring to return to his former position may be placed in the same position as to seniority which he held before the time of promotion. Any member of the Association assigned to duties of the aforesaid Association, shall return to their respective position or place on the board on their return to the position held prior to said promotion or assignment.

Ford Runs 57 Miles on Gallon of Gasoline

A new automatic vaporizer and decarbonizer, which in actual test has increased the power and mileage of Fords from 25 to 50 per cent and at the same time removes every particle of carbon from the cylinders is the proud achievement of John A. Stransky, 3836 South Main Street, Pukwanna, South Dakota. A remarkable feature of this simple and inexpensive device is that its action is governed entirely by the motor. It is slipped between the carburetor and intake manifold and can be installed by anyone in five minutes without drilling or tapping. With it attached, Ford cars have made from 40 to 57 miles on one gallon of gasoline. Mr. Stransky wants to place a few of these devices on cars in this territory and has a very liberal offer to make to anyone who is able to handle the business which is sure to be created wherever this marvelous little device is demonstrated. If you want to try one entirely at his risk, send him your name and address today.—Adv.

Motormen's Non-Magnetic Watch Holder



A practical little holder adjusted for any size watch. May be attached to head of screw in frame of car. Saves motormen's time and promotes "Safety First." May be conveniently carried in pocket when not in use.

Wanted.—Motormen and Conductors to act as Agents. Send 50c in money order or stamps for sample. Sent to any address in United States prepaid. W. C. WILLIAMSON, 22 Arbor Street, E. E. Pittsburgh, Pa.

\$25 A DAY
Selling Shirts

Large shirt manufacturer wants agents to sell complete line of shirts, pajamas, and night shirts direct to wearers. Advertised brand-exclusive patterns—easy to sell. No experience or capital required. Entirely new proposition. Write for free samples.
Madison Shirt Co., 503 Broadway, N.Y.C.

SEND NO MONEY

Save 50%

20 Yr. 14kt Gold-Filled Case
A rare opportunity to buy this high grade watch 50% below cost. 12 size thin model. 20 yr. 14kt gold-filled case. Beautiful dial. Handsomely chased border and back. Full jewel, well known ALBERT movement. Regulated and adjusted to keep excellent time.
Order today. Send no money. Pay only \$6.80 on arrival. Satisfaction guaranteed or money back.
FREE: 14kt gold-filled Waldeemar chain and knife if you order now.
SUPREME JEWELRY MFG. CO.
Dept. 752, 434 Broadway, N. Y.

\$6.80

KNIFE AND CHAIN FREE

It is agreed that the officers and the committee of the Association as provided for herein, consisting of not more than five of the Company's employees shall be granted leave of absence on such days as are necessary to enable them to attend to the duties of the Association or to carry on negotiations of any kind with any of the officials of the Company.

Section 15. Seniority of service of motormen and conductors is to be recognized at all car barns. In the event there is a run taken off, the board shall be thrown open. Provided, however, that if run or runs taken off should be held by youngest crew or crews, the board will not be thrown open. A run added shall be advertised the same as a vacancy. In the case of change in schedule of one or more runs that may inconvenience crew or crews, the board may be thrown open at the car barn where such run or runs originate for pick. All runs permanently vacant shall be advertised and moved up the first Sunday of each month.

In the event of any early man being off with sickness or otherwise for a period of ten days or more and not exceeding sixty days, the oldest late man shall have preference of runs and oldest extra man preference of late run. For a period longer than sixty days, a temporary move-up shall be made. The above provision of this section shall apply at the Island Car Barn.

In the event a run is taken off, a run added or a change made in schedule in any one or more runs, the board shall be thrown open at that car barn for a pick according to age in service. All runs vacant, shall be advertised and moved up within ten (10) days from the time the vacancy occurs. In the event that any trainman may be off with sickness or otherwise, for a period of ten (10) days, a temporary move-up shall be made. The above provision to apply at all barns except the Island Barn.

Provided further that there shall be an annual pick of runs at all operating barns of the Company the first Sunday in June and provided further that if the Board has been open ninety days previous to June first, this paragraph shall not apply.

Section 16. It is hereby agreed that motormen and conductors on snow sweepers shall receive five (5) cents per hour in addition to their regular rate for the time they may actually be required for such work.

Motormen or conductors on express or freight car runs shall receive not less than six cents per hour in addition to their regular passenger rate.

Freight car helpers shall receive 45¢ per hour for the first three months, 48¢ per hour for the next nine months and 53¢ per hour thereafter and shall

OWN
this
GENUINE
Drop Forged
Steel



ASTRA Automatic
Buy direct from sole U. S. Importers and **Save 1/2**

Recognized by authorities as the finest European Pistol. The standard of the Spanish Army and after exhaustive tests was adopted by the French during the War. The equal of any similar American weapon which sells for twice the price.

You save Jobber, Wholesaler and Retailer profits by ordering direct from us at these special prices.

\$8.95 28 CALIBER 7.50mm AUTOMATIC
\$10.95 32 CALIBER 10mm AUTOMATIC
Including Case Magazine

Both Models Shoot Any Standard Ammunition

WARNING! Cast iron guns are very dangerous! We guarantee every ASTRA to be brand new and of Drop-Forged Steel Throughout! Before buying any weapon, INSIST on this guarantee. We also absolutely guarantee the ASTRA against inferior workmanship! If you are not entirely satisfied, return within 10 days and we will immediately refund your money

SEND NO MONEY

—unless you wish. Just write your name and address clearly—state the model you wish. We will ship by return mail. You pay the postman (plus postage) when it arrives. Write for our new firearms catalog.

California Trading Company

Dept. K-6 : Terminal Bldg. Los Angeles, Cal.

be subject to the same working conditions as motormen and conductors holding such runs.

Motormen or conductors on work, line, coal or cinder cars shall receive not less than four cents per hour in addition to their regular passenger car rate.

Runs of both of the above classifications when regularly scheduled shall be guaranteed nine hours of work at the rate as provided for above and after the performance of eleven hours' work, shall be paid time and one-half, whether regularly scheduled or not

On any day when motormen or conductors holding such regularly scheduled runs of either of the above classifications are called upon to perform passenger car service in addition to that performed under the schedule of such runs, they shall be paid time and one-half for such work.

If required to work on other than their regularly scheduled runs or a combination of part of the time on their own runs and part of the time on other work, they shall be paid for time equivalent to that called for by their regular run and any time in excess thereof, if put in on passenger car service, shall be paid for under Section No. 7.

On Sundays, holidays or days set apart therefor, when any such regular runs are not in scheduled service, the motormen and conductors shall be subject to other work in emergency or when necessary. If such work is in passenger car service, Section 7 shall apply, otherwise the rates applicable to such runs shall apply.

Section 17. Motormen and conductors when acting as instructors of student motormen and conductors shall receive five (5) cents per hour in addition to their regular passenger car wage.

Section 18. Trainmen shall receive pay at his regular straight time wage rate for making out accident reports. A minimum of fifteen minutes and a maximum of one hour's time shall apply to the pay of all men making out these reports.

Section 19. It is further agreed that the Company will provide Workmen's Compensation protection for members of the Association in its employ to the extent of its ability to do so under the laws of West Virginia and Ohio or the equivalent thereof.

(This clause to be subject to further consideration by the Company and officers of the Association.)

Section 20. The wages for all motormen and conductors in passenger service shall be as follows during the year ending April 30th, 1924:

First three months of employment, 47 cents per hour; next nine months of employment, 50 cents per hour; thereafter, 55 cents per hour.

Section 21. The recognized holidays applying to all sections of this agreement shall be as follows: January first, May 30th, July 4th, Labor Day, Thanksgiving Day and December 25th, or days set apart for the observance of same.

Section 22. Nine hours shall constitute a day's work for all shop and barn employees, except where otherwise agreed by Company and Association.

Section 23. In making promotions, consideration shall be given to fitness and ability, provided however, that in all cases where two or more men possess equal qualifications, seniority of service shall rule.

Further, that any grievances arising under this section shall be determined by the provisions of Section Six hereof.

Section 24. All shop or barn employees shall be privileged to buy and own their own tools. If any employee choose to do so, the Company shall within thirty (30) days after employment furnish such employee with tools, which in the Company's judgment shall correspond with his line of work which may be charged to said employee by the Company. In case any tool is defective or broken while in the use of the Company's service, it shall be turned over to the proper official of the Company and a new one shall be issued for same. No employee shall be forced to receive Company's tools if he does not wish to do so but if he does not choose to receive the Company's tools he must provide suitable tools of his own. All employees, upon leaving the service, shall return to the Company the tools accepted from the Company and in case any tool is missing they shall make proper compensation for same. No charge will be made for socket or box wrenches.

The Company further agrees to replace any tools that are worn out or broken in the service of the Company, provided that such tools or tools shall in a reasonable measure correspond to the Company's standard tools.

Section 25. Fifteen minutes may be taken for lunch by the day or night forces at any car barn at such time as may be agreed upon by the Association and the Company. This time shall not be paid for. Ten minutes shall be given each shop and barn employee at the close of their day's work to put their tools away and prepare to go home.

Section 26. Time and one-half shall be paid shop and barn employees for all overtime and holidays. Shop or barn employees shall be paid five (5) cents per hour in addition to their regular rate for such time as they may be actually required to work on snow sweepers while such snow sweepers are in use on the Company's lines outside of its barns or shops.

Shop and barn employees who are members of the Association will be allowed one day off per week, if desired, except in cases of extreme emergency. He shall notify his foreman at least one day previous. The Company to pay no portion of such time.

Section 27. The Company will provide soap and towels for the use of the shop and barn employees. Female employees will be provided with a separate dressing room provided with heater for warming lunches. Female employees will not be required to work on Saturday afternoons.

Section 28. The shop and barn employees of the Company to be classified as follows:

Painters: Class "A".....60 cents
Class "B".....53 cents

Blacksmiths:.....54 to 63 cents

This classification covers men capable of doing necessary work required of them in Blacksmith Shop.

Repairmen: Class "A".....57 cents

Class "B".....52 cents

Helpers in shop and barn department, 40 to 51 cents; apprentices, errand boys, etc., 25 to 30 cents; watchmen and janitors, 30 cents; car cleaners and sanders, 32 to 36 cents.

The Company shall have the right to pay any barn or shop employee any rate higher than the highest rate in his group than those provided for in this agreement that may in the judgment of the Company seem proper.

Section 29. That if any member of the Association, by word or act, shall interfere with or disturb the course of negotiations between the properly accredited officers of the Company and the Association respectively, upon any subject whatsoever, or interfere with or disturb the Company's service in any way, contrary to the conditions and the spirit of this agreement, such member or members shall upon reasonable proof of the same, be dismissed from the Company's service. This section does not apply to any member working under instructions of the Association.

Section 30. At the time of the expiration of this agreement, should either of the parties hereto desire a renewal hereof or a new agreement and said parties are unable to agree on the terms and conditions of such renewal or new agreement or any of them, either of the said parties may ask for and be entitled to arbitration to settle any or all terms and conditions of such renewal or new agreement which the parties hereto have not agreed upon previous to the time of the expiration of the present agreement and the board of arbitration shall be selected as provided for in this agreement.

Pending the adjustment of any differences between the parties hereto upon any matters arising under the terms of this agreement or as to such renewal or new agreement, there shall be no lockout, strike or cessation of work.

All motormen and conductors in the employ of the Company on and after May 1st, 1921 after two years' continuous service and for any reason leaves the employ of the Company who may be re-employed within two years thereafter, shall receive the prevailing rate of wages for the first two months of service and then be rated according to the actual number of years of previous service. Seniority to date at the time of re-employment.

Section 31. This agreement shall be in full force and effect from May 1st, 1923 to April 30th, 1926. Provided that either party hereto desiring a change in any section or sections or additions, shall notify the other party in writing thirty (30) days previous to May 1st of each year, as to the section or sections of additions.

WHEELING TRACTION COMPANY

By G. S. MILLS,

General Manager.

LOCAL DIVISION NO. 103, AMALGAMATED ASSOCIATION OF STREET AND ELECTRIC RAILWAY EMPLOYEES OF AMERICA

WM. F. BOYD,

FRANK HUFF

MARTIN OATES

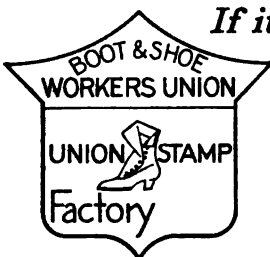
CLARENCE WOOD

S. O. WILSON

M. L. TUSTIN

President, Local Div. No. 103.

Approved:



If it is Your Idea, in the Buying of Shoes

to give your support to the Union Stamp, which means
Labor Employed under Fair and Just Conditions

then—Insist upon having
Shoes bearing the Union Stamp

BOOT AND SHOE WORKERS' UNION

246 Summer St., Boston, Mass.
Collis Lovely, Pres.

Charles L. Baine, Sec.-Treas.

SUPPORT UNION LABOR

FASHION LETTER

All the rays of the sun seem caught in the brilliant colorings of the lovely materials shown for Spring and Summer. Not only in silken fabrics but also in wash materials such as gingham, voile and crepe are the colors shown. It seems like a general gladness bursting forth after a sombre winter of quiet tones.

In suits there are smart three piece styles, some with blouses that match the lining of the coat or jacket. With two piece suits the lining is most colorful and gay.

Coats seem to rival dresses in trying to achieve straight lines, for while there are many styles with wide skirts and bouffant draperies, the slim silhouette—the little dress still prevails.

It is such a comfortable fashion this one piece dress with simple clinging lines. The slender and stout woman appreciate its advantages equally.

Capes are again in evidence in 48 to 50 inch lengths.

Coats average in length to 48 inches.

For dress wear black invariably is chosen. Tan, reindeer and gray are also much favored.

Printed fabrics are much in demand with trimming in plain colors.

Sleeves are in innumerable shapings and lines. They may be in bell shape and slashed with colored prints showing beneath.

Gold and silver stitching is used together with floss for embroidery on coats and gowns.

Very interesting are the various sleeve versions. The bell sleeve has been retained as a popular well-liked sleeve. It is stylish as well as convenient, and quite distinctive when faced with contrasting material or color.

On a costume with a sleeveless jacket, the dress sleeve is usually of the bishop type or a half length sleeve slashed or with a cuff or tied with bow ends.

Skirts with three and more tiers are in vogue, as well as those with circular lines, circular godets and flounces.

The plaited skirt forever popular during "sports" days is again with us. It is a very good style to wear with the short box coat, Eton or bolero which may be of contrasting material or color.



4202. Junior's Dress.

Cut in 3 Sizes: 12, 14 and 16 years. A 14 year size requires $2\frac{1}{2}$ yards of 54-inch material. Price 12¢.

4384. Girls' Dress.

Cut in 4 Sizes: 6, 8, 10 and 12 years. A 10 year size requires $4\frac{1}{4}$ yards of 36 inch material. Price 12¢.

4214. Ladies' Apron.

Cut in 4 Sizes: Small, Medium, Large and Extra Large. A Medium size requires $2\frac{3}{4}$ yards of 27 inch material. Price 12¢.

4369. Misses' Dress.

Cut in 3 Sizes: 16, 18 and 20 years. An 18 year size requires $1\frac{1}{4}$ yard for the blouse and $3\frac{3}{4}$ yards for the skirt of 40 inch material. The width at the foot of the skirt is $2\frac{3}{4}$ yards, with plaits extended. Price 12¢.

4375. Child's Play Dress.

Cut in 4 Sizes: 2, 4, 6 and 8 years. A 4 year size requires $2\frac{1}{4}$ yards of 36 inch material. Price 12¢.

4364. Service. or Porch Frock.

Cut in 4 Sizes: Small, 34-36; Medium, 38-40; Large, 42-44; Extra Large, 46-48 inches bust measure. A Medium size requires $4\frac{1}{4}$ yards of 32 inch material. The width at the foot is $2\frac{3}{4}$ yards. Price 12¢.

4367. Ladies' Coat Dress.

Cut in 7 Sizes: 34, 36, 38, 40, 42, 44 and 46 inches bust measure. A 38 inch size requires $6\frac{3}{4}$ yards of 32 inch material. The width at the foot is $2\frac{3}{4}$ yards. Price 12¢.

4380. Boys' Suit.

Cut in 4 Sizes: 4, 6, 8 and 10 years. A 6 year size requires $2\frac{3}{4}$ yards of 40 inch material. Price 12¢.

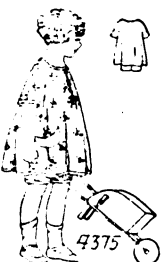
FASHION BOOK NOTICE

Send 12¢ in silver or stamps for our Up-to-Date Fall and Winter 1922-1923 Book of Fashions, showing color plates, and containing 500 designs of Ladies', Misses' and Children's Patterns, a Concise and Comprehensive Article on Dressmaking. Also Some Points for the Needle (illustrating 30 of the various, simple stitches) all valuable hints to the home dressmaker.

Send 12¢ in silver or stamps for our UP-TO-DATE FALL AND WINTER 1922-23 BOOK OF FASHIONS.

Send all orders for patterns and catalog direct to the Beauty Pattern Company, Dept. M. C., 1188-90 Fulton Street, Brooklyn, N. Y. Be sure to give number and bust and waist measure for ladies' patterns and number and age for children's patterns.

Where two numbers appear on one design, two patterns are illustrated and 12¢ should be forwarded for each. Ten days should be allowed for delivery of patterns.



J. L. LYNCH

MEMBER DIV. 341

MANUFACTURERS OF

Union Buttons, Badges

Banners, Flags

325 W. MADISON STREET. 4th Floor
MADISON TRUST BLDG., CHICAGO, ILL.


**TRACTION
UNIFORMS**
UNION MADE
*Write for Catalogue
Samples & Prices.*
**The Fechheimer
Bros. Co.**
CINCINNATI, OHIO

Detroit Regulation
Motorman and Conductor's

UNIFORMS

Standard-weight, fast-
color serge of guaran-
teed dependability

Specially Featured at

\$27.50

Union-made, expressly for D. S. R.,
D. U. R. and M. U. R. car men. Three-ply
properly padded, shape-retaining coat
fronts; linings of best sea-island cotton;
chamois arm-pit sweat-shields; closely
woven drill or duck non-sagging pocket.
We'll fit you—whether tall, short,
slim, stout or extra large.

Extra fine quality serge Uniforms
\$33.75

Clayton's

Clothing Hats Furnishing
Michigan at Shelby since 1883

BORING FROM WITHIN

William Z. Foster, the great apostle of "boring from within," has no just cause of complaint against Francis Morrow, the U. S. Secret Service man, he and his fellow Communists took to their bosoms as a "comrade," and who did a bit of "boring from within" on his own account.

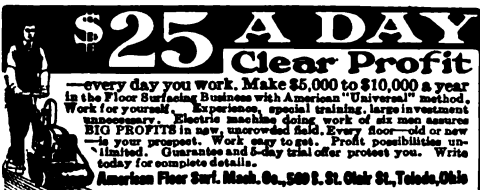
Morrow has done a great service. He has made Foster and his associates ridiculous.

When a \$5-a-day detective can make fools of them, be admitted to their inner circle, and make them believe he has a considerable organization back of him, they might as well give up the rather large job of turning the United States inside out and fashioning it anew according to their own ideas or on a Soviet pattern.—Richard Spillane, in FORBES MAGAZINE (N. Y.)

A postage stamp sticks until it gets there. Imitate the postage stamp in your search for union-labelled goods.

Lose your temper often and you will lose more.—FORBES MAGAZINE (N. Y.).

Do your best to bring about heaven here on earth and you don't need to fret about the other place—FORBES MAGAZINE (N. Y.).



**\$25 A DAY
Clear Profit**
every day you work. Make \$5,000 to \$10,000 a year in the floor surfacing business with American "Universal" method. Work for yourself. Experience, special training, large investment unnecessary. Electric machine doing work of six men assures BIG PROFITS in new, unworked field. Every floor—old or new—in your prospect. Work easy to get. Profit possibilities unlimited. Guarantee and 5-day trial offer protect you. Write today for complete details.
American Floor Surf. Mach. Co., 529 E. St. Clair St., Toledo, Ohio

Price List of Association Supplies

Official Seal	\$5.50
Propositions for membership blanks, per 100	.50
Rituals, each	.35
Withdrawal cards, each	.05
Traveling cards, each	.05
Duplicate report books, each	2.00
Constitutions, in lots of 100 or more, per 100	4.00
Constitutions, in lots of less than 100, each	.05
Financial secretary's order book on treasurer	.35
Treasurer's receipt book	.35
Association badges, rolled gold, each	.50
Association badges, solid gold, each	1.10
Association buttons, gold plate, each	.30
Association buttons, rolled gold, each	.50
Association buttons, solid gold, each	1.10
Emblem cuff buttons, per pair	.70
Emblem tie clasps, each	1.10
Association charms, each	1.10
Association lockets, each	1.75
Cuts of official seal for use on printed matter, plain, each	.70
Cuts of official seal, with flag design	2.00
Transfer Cards, each	.05
Recording secretary's minute books, 300 pages	1.25
Gilt Seals, per box 50	.50
Loose leaf membership ledgers. Ruled and printed on both sides, providing for a 12 year record of the payment of dues by your members.	
Loose leaf post binder, canvas with leather corners, each	4.50
Price of sheets, in lots of less than 100, each	.02
In lots of 100, or more, per 100	2.50
In lots of 500, or more, per 500	11.00
In lots of 1000, or more, per M.	20.00
All orders must be accompanied by express, post-office money orders or draft. No personal checks accepted. Otherwise supplies will not be forwarded.	

THE PEOPLES STATE BANK

MEMBER FEDERAL RESERVE BANK

Capital, Surplus and Undivided Profits \$14,000,000



Twenty-six branches conveniently located bring the service of this great institution directly to your door.

BRANCHES

HARPER AND TOWNSEND
7679 JEFFERSON WEST
BAKER AND TWENTY-THIRD
MICHIGAN AVENUE AND JUNCTION
MICHIGAN, CORNER ADDISON
WARREN AVENUE AND THIRTIETH ST.
GRAND RIVER AND BROOKLYN
GRAND RIVER AND HOLMUR
CLAIRMOUNT AND LINWOOD
1523 WASHINGTON BOULEVARD
WOODWARD, CORNER PLOUETTE
OAKLAND AND KENILWORTH
WOODWARD AND ALEXANDRINE

FERNDALDE AND LAWNDALE
HASTINGS, CORNER ERSKINE
GARFIELD, CORNER RUSSELL
RUSSELL, CORNER LYMAN
GRATIOT, CORNER RIOPELLE
CHENE, CORNER MILWAUKEE
CANTON, CORNER GRATIOT
FISCHER, CORNER GRATIOT
MACK, CORNER BALDWIN
FOREST AND CADILLAC
KERCHEVAL AND LAKEVIEW
JEFFERSON, CORNER BENITEAD
TWELFTH AND SEWARD

To be well dressed and neat in appearance, order

BATCHELDER MADE UNIFORMS

**QUALITY & STYLE MAKE
BATCHELDER MADE UNIFORMS
A SOURCE OF SATISFACTION
TO EVERY WEARER..**

For Sale by Dealers

WRITE FOR SAMPLES

FRED M. BATCHELDER CO.
120 HARRISON AVENUE
BOSTON

AL 24 1923

The Motorman and Conductor

"Freedom Through Organization"





Style No. 20

Wear Better Uniforms

BY putting your trust in a Bloch Uniform of quality you insure yourself against dissatisfaction.

Twenty years of knowing how has enabled us to offer Traction men everywhere the best uniform that money can buy.

Strength in every part that has a strain, materials of proven long-wearing value, design and tailoring of a superior quality that assures every customer the comfort and appearance he enjoys.



Ask your dealer for a Bloch Uniform of Quality. It will pay.

The
Bloch
Company
Cleveland, O.

*Send me, free, a
Trolley Jim Time Book.*

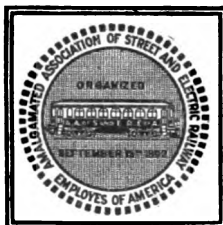
Name.....

Address

The Bloch Company
Uniforms of Quality
Cleveland - Ohio



The **Motorman and Conductor**



Vol 31 DETROIT, MICHIGAN, JULY 1 23 No 8

Published monthly by the Amalgamated Association
of Street and Electric Railway Employees of America.
W. D. Mahon, President
260 East High Street, Detroit, Michigan

Entered at the Post Office as Second Class Matter
Accepted for Mailing at special rates of postage pro-
vided for in Section 1103, Act of October 3, 1917.
Subscription Price - - - - - \$.75



INTERNATIONAL PRESIDENT W. D. MAHON

International President W. D. Mahon of the Amalgamated Association of Street & Electric Railway Employees of America, following some five years of service upon the Executive Council of the American Federation of Labor, as a Vice-President of that body, due to ill health recently resigned from his official position in the Federation. Due to his intermittent sickness, it was impossible for him to give the time he felt that his double duties as president of the Amalgamated Association and vice-president of the Federation required of him and do justice to both positions. A very gratifying expression of appreciation of his service upon the Executive Council of the Federation comes in a letter to him from President Samuel Gompers of the American Federation conveying his regret at the resignation. President Gompers' letter is as follows.

**AMERICAN FEDERATION OF LABOR
A. F. of L. BUILDING,**

Washington, D. C., May 14, 1923.

Mr. W. D. Mahon, President,
Amalgamated Association of Street and Electric Railway Employees,
260 East High St., Detroit, Michigan.

Dear Sir and Brother:—

It is with the deepest regret that the Executive Council of the American Federation of Labor, now in session at headquarters, reluctantly feels compelled to accede

to your repeated and urgent request that your resignation as vice-president of the American Federation of Labor be accepted.

For five years you served as an officer of the American Federation of Labor. Your work as member of the Executive Council has been a valuable contribution to the great onward march of our beloved movement. Your study and knowledge of the philosophy, the fundamental principles, the aims and objects of our movement and the hopes and aspirations of the men and women of labor, have ever been fully and freely given in the service of those who need the aid that only ripe wisdom and experience can give.

While we will be deprived of your co-operation in the Executive Council meetings, yet it is helpful to know that your services will not be lost to the labor movement but that you will continue as an official of the great organization of street railway men which you have served for so many years with such ability, faithfulness and effectiveness.

I join with my colleagues of the Executive Council in the expression of our sincere hope that your health may be fully restored and that for many years to come you may continue to give service to the organization whose advancement and progress you have been so largely instrumental in securing.

With best wishes, I am

Fraternally yours,

(Signed) SAM'L GOMPERS,
President, American Federation of Labor.

COMMUNITY INTEREST

Under the present system of business and production, too often the Community Interest that should stand out as the support of the system is completely ignored and submerged in selfishness.

It is a long struggle from despotism to democracy in business relations. It is not remarkable. Compared in time, it is only a few years since very many people came to understand that the best of life comes from common understanding of what is the best in life for all. As this understanding has gradually crept in, we begin to know that business relations are dependent upon social relations. It cannot be otherwise. The merchant's business is a social business, and depends upon the social order of mankind for its success. It is becoming more widely spread that the influence of the social order that leads to success is subject to democratic application.

Not many years ago, under despotic influences, the crack of the slave master's whip wielded the social order influence. In those days, it was the slave master element upon which business depended for its success. Those who have not conformed to the change from that social order are yet struggling in the throes of industrial contention. Their pursuit of success is embarrassed by the revolting of strong elements of the new social order. They find that reliability is becoming more sought after, and the reliability that is being sought is that of the constructive and progressive spirit. It is no longer what the slave masters want. It is what the people want, that is, constructive and progressive reliability.

Not twenty years ago the industrial and business managers were very apt to proclaim to the people that they were the ones to run their own business in their own way. No outside influences were to be considered. As though there was an outside influence. They could contemplate nothing but exclusive interest. Has not that changed? It

has changed only as democracy has extended in control of the social order. It is now recognized that no business is beyond the control of the people. Under the present social order, the people rule. A sufficient trespass upon the will and pleasure of the people will bring forth an impressive resentment in a way unmistakable to the most self-willed despot.

Perhaps no business managements have been more thoroughly impressed of late years that the people have to do with the prosperity of properties, than have the managements of street railway properties. The community interest that laid dormant for years is thoroughly awake. Its asserting of itself cannot be evaded. Now, that the people are awake, there is no element associated with the operation of these properties, that has interest in what the people want, more than the employees. What do communities want in the way of street railway transportation facilities? What have their activities demonstrated that they want? Who knows, better than the workers who are in touch with the people?

The people of a community want safe, clean, sanitary and efficient system and service. They want it at a reasonable price. They want it attractive and classy. They want it inviting. How can they get that type of service? The people will co-operate to create that type of service. There will be little sympathetic co-operation on part of the people for a type of service that is lacking in those features. Managements of transportation properties have reason to know that. Employees have reason to know it. The managements and employees are expected to co-operate in effecting that type of service. The property will not prosper as it should, if they don't.

Safety in the operation of street cars is largely with the employees, and for the most part measures with the type of employees who are operating the cars. It is hard to dodge the responsibility. Street cars operate in streets occupied by others

who have a first right to occupy them. Their occupancy of the street is a necessity. That is why the street was laid out and established as a street. No street was ever laid out and opened for the express purpose of street cars. The street cars come after the real purpose of the street developed. In a sense, to the pedestrian, and other occupants of the street, the street car is a trespasser. It is there by concession. The public demands that it shall pass through the streets under rigid safety regulations. The concession (and it is in every street car franchise) requires safe and efficient equipment and operation. The management that does not conform to that requirement, is either incompetent or dishonest with the people. The employee who does not conform to it is either uninformed as to his duties or is incompetent. The incompetent employee cannot keep his incompetence from the knowledge of the people. They are interested, and make it their business to know. They do know, and their knowledge is reflected in their attitude to the property and the employees as well as the management.

The people want clean and sanitary cars and equipment. Even the health of employees demand it. The car is to a considerable degree the home of the motorman and conductor. The lack of interest of the employee in the cleanliness of the car and equipment reflects his home taste. It is so accepted by an observing public. It also reflects negligence in the management and the cleaning department. The unclean and unsanitary car does not invite the co-operation of the public in the operation of the property.

Efficiency of service is with the management and employees. Efficiency in street railway service does not obtain from the old, unpopular master and servant policy of employment. The measure of despotism in employment is reflected by the deportment of the people toward the property. It is reflected in many of these properties being forced into bankruptcy.

The public is naturally sympathetic. The sense of moral obligation prevails with the people. In business and industry, moral obligations are recognized by the people. By the people, the individual is held responsible for his moral obligations. In the present social order of things, the individual cannot evade payment of moral obligations. What is the moral obligation of the community to a street railway property? It is much, if the property has met its legal obligations to the public. Has it? No one knows better than the management and the employees. And has the property more than paid its legal obligation to the public by imposing a moral obligation upon the public through a high order of management and service? If it has, the public will meet that moral obligation through hearty co-operation in the success of the property.

The first requisit in the successful management and operation of a street railway property is to abandon the socially outlawed master and servant system of em-

ployment. Abandon despotism and adopt the principle of democracy in employment. Let the management be a united management of manager and employees. Without this step is taken, efficiency is impossible in operation, and the property will not only not discharge its legal obligations to the community, but it will be eternally under unliquidated moral obligation to the people.

Under democratic management, the patrons and public will recognize the moral obligation to the property to the end of fair wages to employees and honest return to the property investment.

Healthful, efficient and courteous service is rendered only by well organized and well ordered employees who thoroughly understand the obligation of the property to the public and co-operate in the discharge of that obligation.

It is up to organized employees to understand that they have advanced from the despotic master and servant system of employment and that under their democratic system of wage earning they are essentially a part of the management of a property in which lies their living interest.

Wage workers who are organized, understand that they are on the highway of progress. They understand that they organize with the purpose of "improvement of our mental, moral and social condition and the elevation of our occupation." Organized wage workers pledge themselves "to place our occupation upon a higher plane of intelligence, efficiency and skill." These objects are in line with progress for the properties upon which we are employed. They bid for the hearty co-operation of the people with whom we come in contact. The best means union wage workers have to advertise their principles, is to work to them. It will establish a reputation for efficiency. It will breed a confiding interest on part of the people. It will contribute much to the prosperity of the property upon which we are employed and concurrently contribute to our own prosperity as wage workers. It will force democratic and efficient management and leave farther in our wake the old despotic system of business and industry. It will enlighten to community interest in our affairs and in the affairs of fair street railway properties.

HOME INDUSTRY PATRONAGE?

Half a million yards of khaki drill with which to provide uniforms for members of the U. S. Marine Corps have been purchased in England by the Harding administration and will begin to arrive in this country in July. In explanation of this purchase of English materials for American soldiers, spokesmen of the administration say that the goods can be bought for \$180,000 less in England than in the United States—provided no tariff is collected. And the government, of course, cannot be expected to pay tariff to itself.

Start an individual campaign for the union label, card and button.

RIGHTS OF THE PEOPLE AND LIMITATIONS OF LABOR

Newspaper reporters are accompanying President Warren G. Harding upon his political campaign tour throughout the west of the U. S., that the people may be made familiar with what he deems important policies of the U. S. Government. Most prominent, and specially headlined are the reports bearing upon the rights of the people and the necessity of guarding those rights by restraint of those who depend upon their wage earnings for their necessities, not to say anything of their prosperity.

President Harding is headlined as "Hitting Inciters of Industry War." We need not repeat the numerous headings that are being displayed in what should be reliable public mentors to abuse the public mind upon the subject of the relations of wage earners to the public, as the alleged purpose of the Chief Executive of a great nation. It is alleged that he is attempting to educate the people to the justification of making labor subversive to employing capital, and that employing capital is the people to whose control wage earners must be subjected. It is best for the people to be a little cautious of taking for granted that President Harding is saying the things those newspapers are attributing to him in the exact language and emphasis that it is printed. For instance—he is quoted as saying, in very significant language, that those of labor must be brought to "a realization of the obligation they owe 'to the great public interest'." This is coupled with significant reference to miners' and railroad shopmen's strikes and the high cost of coal and railroad transportation. The inference is, that labor, organized, is a burden upon the purchasers of transportation and coal. It is an inference that those of labor are irresponsible and should submit to a system of employment and measure of wage to be determined by the employing class.

It would seem that it should be known to all, that railway properties are private properties. We wonder if there are any who believe the investors in railroads and railroad bonds, and the owners of coal mines, placed their investments therein upon the charitable impulse that they should serve the public? Cannot it be comprehended that those investments were made for a return to the investors? All one needs to do is to study the financing of these properties. If one hasn't time for that, why can't one place himself in the position of one having money for which he has no particular immediate use, and find himself determining upon where he may invest it to bring the greatest return? Then he can sense the impulse that invited the investors in railroads to take chance. No, railroads were not built by promoters for the benefit of the public. Men and women do not buy railroad stocks and bonds for the benefit of the people. Neither do they make the investment for the purpose of giving wage earners employment. The investments are made solely for profit. Even President

Harding knows that. That is the reason we will not believe President Harding is out charging the ills of the times to those of labor.

Stock and bondholders do not invest for a living wage. Their investments are what they have in excess of the means of a livelihood. Their investments may fail or become worthless. They yet have the means of a livelihood. Not so with the worker.

Labor recognizes "the obligation that it owes to the great public interest." It is not necessary to use the power of the government and the strong arm of the Attorney General and Federal Courts to "bring" those of labor to so recognize that obligation. Those of labor are of the public, and a magnitudinal unit of the public.

The purpose in publishing propaganda reflecting upon organized wage earners as "Inciter of Industry War," is to train public opinion in line with identifying private interests as public interests. It is the design to lead the people to believe stock and bond holders in private employing properties, hold their investments in railroads and mines from charitable impulses and that their charity is measured to the public to the extent of their profit taking holdings. Can the people be fooled?

STRIKES AMONG THE BOLSHEVIKI

In a recent publication of the International Labour Office a report is given on the subject of strikes in Soviet-Russia. Until 1922, the principle of compulsory labor remained in force, strikes being illegal, but the new economic policy reestablished relations between the workers and private employers, and, at the same time, abolish the principle of compulsory labor. This led the Trade Unions to consider the possibility of resuming the use of the strike as a weapon against the employers. The question was settled at the session of the All-Russian Central Council of Trade Unions and certain principles there laid down were adopted by the Fifth All-Russian Trade Union Conference in September, 1922.

The returns for the first six months in 1922 are still incomplete owing to various causes. The Trade Unions have not yet acquired the habit of keeping exact records of strikes, and in many cases there was a tendency to omit all mention of strikes which lasted less than 24 hours. However, a record shows that 110 strikes occurred with a total of 43,503 strikers, averaging 427 workers per strike. 95 per cent of the strikes were declared for reasons connected with wages, some because of the inadequate wages and others on account of the delay in the payment of wages.

Out of 100 strikes for which information was available, 50 lasted not more than one day, 41 from one to five days, 8 from 5 to 20 days, and only one for more than 20 days. The total number of days lost was 91,794, an average of 918 days per strike and 2.1 days per striker. International Labor Office.

SUGGESTS RECALL SYSTEM By New York Supreme Court Justice John R. Ford

We must find a way to get rid of the reactionary judge—the servant of plutocracy. I can think of no more effective remedy than that advocated by Theodore Roosevelt, the recall of judges under such safeguards as will prevent too hasty or inconsiderate action.

Roosevelt's own language in his Lincoln Day speech of 1913 was:

"My own preference would be to have judges elected or appointed for an indefinite term or during good behavior, but subject to recall by popular vote every two years, which system, in its essentials would be like that which has actually, although not nominally, obtained in Vermont, except that it would substitute popular vote for legislative action."

In the same speech, speaking of the power exercised by the courts to declare acts of Congress unconstitutional, Roosevelt declared:

"Marshall performed a great and needed service, one of the greatest services any statesman ever performed, when, in a period of national weakness, he put the Supreme court behind the national ideal. But such a practice as he inaugurated could be maintained permanently only if it was exercised with the greatest moderation. For over half a century it was thus exercised. But under the strain of what I must call class pressure, the pressure of the privileged classes, this power has, during the past fifty years, come to be exercised in utterly reckless fashion. The result has been in a lamentably large number of cases to make the courts the bulwarks of special privilege against justice."

The class pressure in earlier times to which the courts bowed was that of the slave-holding interests. To their influence the infamous Dred Scott decision was attributed. Indeed, Lincoln charged that the decision was part of a conspiracy between the chief justice of the Supreme Court, two presidents of the United States and a certain United States senator. At that time the Supreme Court was the same learned, dignified and august body which we have today and its decrees were then as now commonly received almost as reverentially as the children of Israel received the Ten Commandments from the Lord on Mount Sinai.

The Dred Scott decision was rendered in 1857, and Lincoln declared:

"Somebody has to reverse that decision since it was made, and we mean to reverse it, and we mean to do it peaceably."

That statement was taken up and made much of by his adversaries, and he was accused of undermining the authority of the courts and inciting to lawlessness by his criticism. Said his chief critic:

"He tells you that he does not like the Dred Scott decision. Suppose he does not; how is he going to help himself? He says that he will reverse it. How will he reverse it? * * * The Dred Scott decision was pronounced by the highest tribunal on earth.

From that decision there is no appeal this side of heaven."

Well, the Dred Scott decision was reversed, not peaceably as Lincoln fondly hoped, but through the utter destruction of the unrighteous system which it was designed to buttress and perpetuate.

Not through an appeal to Heaven, but by the might of an aroused people through four years of civil war, crowned by Lincoln's own martyrdom, was the infamous judgment nullified.

Let those who stubbornly persist in their blind opposition to peaceable means of curbing the power of the courts to subordinate human rights to property rights—to put the dollar above the man—and establish the ruthless rule of the money kings over the people, take warning. For, as Lincoln declared, "The people of these United States are the rightful masters both of Congress and the courts, not to overthrow the constitution, but to overthrow the men who pervert the constitution."

EIGHT HOUR DAY PRACTICAL AND SUCCESSFUL

The Federal Council of Churches publishes a letter written by President J. F. Welborn of the Colorado Fuel & Iron Company addressed to Director Raymond B. Fosdick in which he relates the result of that company with the 8-hour day. The letter bears the information that the company changed from the 12-hour shift to the 8-hour shift in November, 1918, and from the letter is the following:

"Recent careful analyses of operating results between various 12 and 8-hour work periods have been made and show these results to be even more satisfactory than we had realized before. The trend of production per man hour, with unimportant exceptions, has been upward since the adoption of the 8-hour day; and in every department of our steel manufacturing operations, from blast furnace to the wire mill, our production per man hour is now greater than it was when all of these activities were operating on the 12-hour shift. Comparing these results of the last few months with periods of similar production when basic rates were ten per cent lower than current rates and the working time 12 hours per day, we find that almost without exception, our labor cost per ton is lower than in the earlier periods.

"A factor of added interest is the fact that with almost capacity operations at our steel plant during the last few months and employing over six thousand men, we have experienced no shortage of labor. Our operating officials have frequently expressed the belief that this condition is due, in large part at least, to adoption of the eight hour shift."

U. S. Public Health Service gives out information that the sickness rate of wage earning women where illness causes absence from work one full day or more is fifty per cent greater than the sickness rate of wage earning men.

HOW CONSERVE HEALTHFUL HUMAN RELATIONS IN INDUSTRY

Mr. Owen D. Young, chairman of the Board of Directors of the General Electric Company, in an interview granted to Arthur Bullard for Collier's National Weekly upon the possible duration of the present period of industrial prosperity, which reverted into the subject of unemployment periods, said: "It is very much more important to conserve healthful HUMAN relations in industry than to save dollars."

In discussing the subject of unemployment, Mr. Young continued:

"I often tell of the picture of village life I have had from my mother. There were some industries in the village where she spent her childhood. There was, for instance a shoemaker, and he did not have a reputation for thrift. Business fluctuated then much as it does now. When money came easy the cobbler spent freely. When hard times came the children of the village went barefooted, there was less demand for shoes; the cobbler was idle. But he had a cabbage patch back of his house, a cow, and some pigs. He could pick up fine wood almost anywhere. In his cellar there was a keg of sauerkraut, a pork barrel, and a bin of cider apples. No matter how bad the times, he did not go hungry or suffer from cold.

"Our great modern industries have crowded people together in dense communities. Our workers to-day do not have a cow or a pig—not even a cabbage patch. They have no reserve of salt pork, nor sauerkraut, nor cider apples in their cellar—not even a cellar. They can't pick up fuel free when they are out of work.

"Our modern factory workers are not more spendthrift than a hundred years ago, but hard times are vastly more tragic now. It is all right to preach thrift, but that does not change the fact that unemployment to-day means tragedy in a sense our grandparents could not understand. Somehow or other, we must work out a substitute for the cabbage patch and the pork barrel.

"Whenever I have the opportunity I encourage experiments in co-operation between employer and employed in working out a system of unemployment reserves which will give a modern substitute for the pig and the sauerkraut of the industrial worker of a generation ago.

"I am not in favor of governmental unemployment doles—they have not worked well in England. They can not work well until there has been a great deal of voluntary experimentation which will give us a dependable knowledge of what the risks are and what the premiums should be. But we cannot dodge the fact that in every period of depression—in the next one just as in the last one—unemployment means tragedy in a myriad of American homes. If we do not find a better substitute for the cabbage patch and the pig by voluntary co-operation—we shall have to come to unemployment doles.

"No red-blooded American wants to make himself the beneficiary of a state-administered charity no matter how the taxation is levied and no matter under what high-sounding name it is exploited. But every American should be willing to join in a voluntary co-operative system which will create reserves—in the same way that business men create reserves—against the great fluctuations of these economic cycles.

"It is this human side of the business cycles that seemed most important to our committee. As business men, we do not like to lose our money needlessly in preventable crises. But it is even more important as citizens to work out methods to control the business cycle because of the human costs involved and to create safeguards against the suffering, the loss of self-respect, the lowering of morale, which falls so terribly on the great part of our people in times of unemployment."

FARM PROBLEMS MUST BE SOLVED BY FARMERS, NOT BY LAWMAKERS

President Gompers

"If the farmers can devise no sounder method than legislative cure-alls to maintain their proper place in the economic scheme of things, they are doomed to disappointment," declared President Gompers at the national wheat conference in Chicago.

The conference was called by governors and other public men "to help the farmers."

"I see no reason why farmers need to expect hope from anything that does not also offer hope for labor, and labor long since abandoned any dream," said the A. F. of L. executive.

"This conference, called by those whose present trend of thought, at least, is toward political remedies, must turn its feet toward paths that lead into the economic structure itself if it wishes to work real benefit and point to lasting and sound methods.

"I have heard much about the alleged disproportionate income of industrial wage earners and farmers. Some of them have pointed out that one of the things greatly to be desired is an increased market for wheat. They propose to pattern after industry and teach the people to eat more wheat. Let me remind you that you will not induce people to eat more wheat if you threaten the income out of which they buy wheat.

"There are all manner and varieties of evangelists shouting from the house tops, demanding miraculous works from politicians, and the poor politicians are being driven to desperation. I am perfectly willing that they should be driven to desperation, and there are a lot of political crooks and charlatans whom I would joyfully see driven clear out of the game; but all of that brings home precious little bacon, either to farmer or wage earner.

"If the wage earners of our country had not the sense and the courage to organize, nobody would have much sympathy for them, and nobody would take their complaints very seriously. Gentlemen, the temp-

tation to say, 'Go thou and do likewise,' is almost beyond my power to resist.

"The best knowledge of an industry or an occupation is to be found within that industry and that occupation. Farmers know more about farm problems than anyone else knows about these problems. Why do farmers think they must run to legislators to find about the things which they themselves are the best experts?

"There is a great gulf between politics and industry. Industry must work out its own salvation, build up its own great governing forces, apply democratic principles to fit its own structure and meet the needs of humanity out of its own intelligence. There is no other force that has the qualifications to take this job away from industry, and as long as organization persists and grows within industry and the intelligence that is in industry devises methods of functioning, no other force can ever grow up that will possess the qualifications.

"Our social order has got to develop according to the character of those things that provide its life. In pastoral days the social order took its form from the pastoral life of the people. In our time it must do likewise, and in spite of all the efforts of dreamers to the contrary, it does do likewise.

"Is it not logical to apply the same thought to the rural life of the country? Rural and urban life are largely interdependent upon the same major trends and developments."

INTERESTING DATA ON INCOME TAX

The commissioner of Internal Revenue has recently made public statistics of income received during the year 1921. This shows the same striking concentration of income of individuals and in states as in previous years. Twenty-one persons had an income during that year of \$1,000,000 and over. This total net income was \$49,411,320.00 and after they had paid their federal income tax, they had left on the average \$856,743. The average income of farmers' families in 1921 was around \$150.00

172,359 persons each of whom had a net income of \$10,000, and over had a total net income of \$3,983,019,080, or 20.34% of the total net income reported. After they paid their federal income taxes, they had left on the average \$19,873.

The seven great industrial states, California, Illinois, Massachusetts, New Jersey, New York, Ohio and Pennsylvania, made personal returns of \$11,676,882,986.00 or 59% of the total net income of those making returns.

The total amount of net income reported by the 6,662,176 personal returns filed for 1921 amounted to \$19,577,528.00 and the total tax paid (normal tax and surtax) was only \$719,387,106.00. These figures showed a falling off from 1920 of nearly 600,000 in the number of returns filed, a reduction in the total net income of about \$4,160,000,000 and a decrease in the total tax paid of about \$356,000,000,000.—Farmers National Council.



JOE GIBBONS ELECTED BUSINESS AGENT FOR 17TH YEAR

At the annual elections of Division 113 on June 25th and 26th, Brother Gibbons was again elected Business Agent by a large majority. Brother Gibbons has been elected or appointed to many important positions in the labor movement since his inception as Business Agent. In 1909 he was appointed Labor's representative on Workmen's compensation legislation; 1911 Labor's representative on Unemployment Commission; Labor's representative on War Trade Board 1918; Labor's representative on International Panel League of Nations; Six years Chairman of Provincial Executive of Dominion Trades and Labor Congress of Canada and six years vice-president of Amalgamated Association. He was alderman in Toronto for four consecutive years and controller four years. At present he is vice-chairman of Toronto's Board of Control. Brother Gibbons has been a delegate to every convention of the A. A. of S. and E. R. E. of A. with the exception of Rochester and Atlanta. On the occasion of those conventions he was attending conventions of the Dominion Trades and Labor Congress at Vancouver and Winnipeg. His many duties will keep him from attending either convention this year, it is reported.

It is said a promise neglected is an untruth told. How about your promise to support the union label?



The Motorman and Conductor



Official Journal of the Amalgamated Association of Street
and Electric Railway Employees of America
PUBLISHED BY THE ASSOCIATION
Monthly, at 260 E. High St., Detroit, Mich.

W. D. MAHON, President
EXECUTIVE COUNCIL

W. D. MAHON	International President
W. M. B. FITZGERALD	First Vice-President
P. J. O'BRIEN	Second Vice-President
W. S. McCLENATHAN	Third Vice-President
W. M. P. JENNINGS	Fourth Vice-President
FRED A. HOOVER	Fifth Vice-President
GEORGE A. DEAN	Sixth Vice-President
P. J. McGRATH	Seventh Vice-President
FRANK O'SHEA	Eighth Vice-President
THOMAS F. SHINE	Ninth Vice-President
ALBERT E. JONES	Tenth Vice-President
JAMES LARGAY	Eleventh Vice-President
J. B. WILEY	Twelfth Vice-President
M. J. MURRAY	Thirteenth Vice-President
C. U. TAYLOR	Fourteenth Vice-President
L. D. BLAND	International Treasurer
GENERAL EXECUTIVE BOARD	
EDWARD McMORROW	A. H. BURT
MAGNUS SINCLAIR	WILLIAM F. WELCH
P. J. SHEA	J. B. LAWSON
JOHN H. REARDON	W. M. B. FITZGERALD
R. L. REEVES	Secretary

Correspondents will please address all communications for
publication to R. L. REEVES, Editor.

Subscriptions payable to W. D. Mahon, President.

SUBSCRIPTION

Per Annum, \$7.75

Single Copy, 10 cents.

ASSOCIATION

Articles of Constitution

Section 1. The objects of this Association shall be to
organize Division Associations.

Sec. 2. To place our occupation upon a high plane of in-
telligence, efficiency and skill; to encourage the formation in
Division associations of Sick Benefit Funds; to establish
schools of instruction and examination for imparting a prac-
tical knowledge of modern and improved methods and sys-
tems of transportation and trade matters generally; to
encourage the settlement of all disputes between employer
and employee by arbitration; to secure employment and
adequate pay for our work; to reduce the hours of daily
labor and by all legal and proper means to elevate our
moral, intellectual and social condition.

Unsigned communications cannot be published. Names
of correspondents will not appear with their products unless
by special permission of the correspondent. Matter for pub-
lication should be in not later than the 2nd of the month,
and should be written on one side of the paper.



What must be the opinion formed by a
motorman, conductor or operator of a
street railway official who would tell the
employee that by retiring from associating
with his associate employees, efficiency will
be added to the service and increases will
be added to the wages?

Even yet there seem to be street railway
officials and management who expect wage
earners may be led to believe that there are
more wages and better working conditions
from a non-union condition of employment.
And if they can't be led to believe it, they
can be driven to believe it. Wage earners
may be driven, but not without their
knowledge of it.

The lash of an employer can be wielded
in various ways. The bonus plan is in-
cluded. Does an employer offer a bonus
plan to increase efficiency? Or does he
tender it as an economic means of wage
control. Any honest employee will render
efficient service. He knows that his reputa-
tion as an employee is measured by his
efficiency.

In Buffalo, THE NEW WAGE, a labor
publication, has brought forth the sugges-
tion that may prompt Buffalo wage earners,
in order to evade patronage of strike-breaker
driven street cars, to co-operate in the pur-
chase of autos. The suggestion is that
groups of wage earners supply their own
transportation to and from work. Each
group would purchase an auto and in the
course of a year it would be paid for by the
saving of street car fares. Such a policy
would soon drive the Buffalo street car
company into bankruptcy, and it would
demonstrate to the workers the advantage

of co-operation. It is pointed out that the
use of the car could be distributed among the
owners at times when not used in going to
and from work, and thus render a very
extended service for pleasure and otherwise.

Secretary Frank Morrison of the American
Federation of Labor was a recent visitor at
International headquarters. He was re-
turning from the funeral of late Interna-
tional President McParland of the Typo-
graphical Union who was buried at Grand
Rapids, Mich. Secretary Morrison reported
exceptional growth of the American Labor
movement during the present period.

The Oakland convention of the Amalga-
mated Association of Street and Electric
Railway Employees bids fair to exceed in
attendance any preceding convention. Re-
ports show that there is being made a
special effort to prepare for representation
that is more general throughout the Asso-
ciation than prior to any preceding con-
vention. In fact, no such special effort was
ever before generally made. The Conven-
tion Call, with advice upon the expense of
attendance appears in another column.

A municipally owned and operated street
railway system valued at some \$40,000,000 is
hesitating about increasing wages from the
fact that to pay desirable wages to em-
ployees, it is believed by the management,
will embarrass the payment of the pur-
chase price indebtedness of the property ten
years hence. Do municipalities want street
railway employees to purchase the property
and donate it to the city? This is going
about 40% ahead of private corporations in
exactions from employees.

EIGHTEENTH CONVENTION CALL

Headquarters of the
Amalgamated Association of Street and
Electric Railway Employees of America
260 East High Street, Detroit, Michigan
Monday, June 4th, 1923
Convention Call

To the Divisions of the Amalgamated Association of Street and Electric Railway Employees of America—Greeting:

BROTHERS:—

In compliance with the Constitution and General Laws of our Association, I take this means of notifying you that the Eighteenth Convention of our Association will convene on Monday morning, September 10, 1923, at 10 o'clock, at Municipal Auditorium, Oakland, California.

Basis of Representation

The basis of representation and rules regulating the election of delegates to the Convention will be found in the following Sections of the General Constitution, which read:

"Section 8. The basis of representation to the Convention shall be one delegate for each Local Division having three hundred (300) members or less, and one delegate for each additional three hundred (300) members or major fraction thereof that are in good standing in the Local Division for the month of June preceding the Convention. (In order that the Divisions may understand correctly the basis of representation as above given, the interpretation of the section is as follows: A Division having a membership of 451 members would be entitled to two delegates and so on, the 151 being a major fraction of 300. If there were 449 members they would only be entitled to one delegate.)

Section 9. The election of delegates must be held at least four weeks previous to the Convention. A member, to be eligible as a delegate, must have been a member in continuous good standing of his Local Division the two years next preceding the day of election except when the Local Division has not been in existence for that length of time, in which case the Local Division will elect its delegates from amongst its members.

Section 10 Any member in good standing at the time of election who, by being voluntarily employed outside of his or her Division or the International Association and thus being prevented from being in active service, is not eligible as a delegate to a Convention of this Association.

(This section provides against those who are not in actual service or who are not working for the Association, but it does not prevent the Division electing any members who are in the service of either the Division or the International Association to a delegateship. For instance, Business Agents, Secretaries, Presidents and International Officers who are in the service of the Local or International are eligible and can be elected as delegates if the Division so decides.)

Section 11. Each delegate shall establish his claim to a seat by credentials signed by the President and Recording Secretary of the Local Division he represents, with the Seal of said Local Division attached.

Section 12. Each delegate shall be entitled to but one vote, no proxy votes being allowed.

Section 13. The mileage and legitimate expenses for delegates shall be borne by the Local Division they represent.

Section 14. Delegates shall not be entitled to a seat in the Convention unless all taxes and assessments of their Division have been paid in full.

Section 15. The Division Associations shall send names of their respective delegates and alternates elected to the general office of the Amalgamated Association of Street and Electric Railway Employees of America, at least two weeks previous to the date of the Convention. Credentials shall be given each delegate elected, signed by the President and Secretary and the seal of the Division attached thereto.

Blank credentials will be forwarded from the General Office to the Local Divisions. As soon as you have elected your delegates, the Secretary will fill out these credentials in accordance with the instructions on the credentials and return the duplicate to the General Office and give the regular credentials, duly signed and sealed, to the delegates elected. In case the delegates elected should not attend, alternates should be elected and credentials transferred to the alternates who will take the regular delegates' place. In case of delegates being unable to attend and alternates are appointed to fill their places, after notice has been sent to the office, you must immediately notify the General Office of this change.

Headquarters

Headquarters will be at Oakland Hotel.

Hotels

The following list of Hotels has been submitted by the Local Committee:

Hotel Oakland:

Room for one person per day	
(single bed).....	\$2.00
Room with bath one person	
day.....	3.00
Room with bath two persons per	
day.....	4.50

Hotel Sutter: Fourteenth and Jefferson
Streets—Rates \$1.50 to \$3.50 per day.

Hotel Harrison: Fourteenth and Harrison
Streets:—

Room without bath one person...	\$1.50
Room without bath two persons...	2.00
Room with bath one person.....	2.50
Room with bath two persons....	3.00

I would advise delegates to write in advance to W. J. Moorehead, President and Business Agent of Division 192 at 1825 Bridge Avenue, Oakland, Calif., and through him get their reservations and make their Hotel arrangements; as there are a number of other hotels and rooming houses and very reasonable rates can be secured by correspondence as above suggested.

Delegates are also requested to make sure what their hotel arrangements and costs are

when they register, so as to prevent any misunderstandings.

Railroad Arrangements

Summer Tourists rates will prevail for this trip and tickets will be good to return until October 31st. These low rates are good from all points in the United States and Canada. They provide for a round-trip through to Oakland and then return either by what is known as the Southern or the Northern Route.

The Southern Route is by the way of Los Angeles; the Northern Route is by the way of Portland, Ore., and Seattle, Wash., back through the United States or to Vancouver and back through the Canadian Rockies. The round-trip by the Northern Route will cost \$18.00 more for railroad fare than by the Southern Route. However, if delegates desiring to go the Northern Route want to make the trip to Los Angeles and then return north, they can get a special rate by making the arrangements at the time they secure their tickets. It is necessary at the time of securing your tickets to specify the route you want to return by.

You will make the arrangements for your tickets at your home ticket office as these rates are good from all points in the United States and Canada.

Visitors

There have been a number of requests sent into the General Office asking if those not delegates could take advantage of the rates and special train. Yes, we would be pleased for any of our members or the friends of our Organization to go with us and they can have the delegates from their respective cities make their arrangements when they are arranging for their delegation to go, and can enjoy the same privileges as delegates will enjoy.

As an indication of what the rates will be for this trip, I am hereby giving you the rates from a number of cities, round trip:

Round trip, Southern Route from Chicago, Ill.....	\$86.00
Round trip, Northern Route from Chicago, Ill.....	104.00
Round trip, from Hartford, Conn., Southern Route.....	142.44
Round trip, from Hartford, Conn., Northern Route.....	160.44
Round trip, Southern Route from Birmingham, Ala.....	100.50
Round trip, Northern Route from Birmingham, Ala.....	122.58
Round trip, Southern Route from Augusta, Me.....	159.90
Round trip, Northern Route from Augusta, Me.....	177.90
Round trip, Southern Route from Boston, Mass.....	147.66
Round trip, Northern Route from Boston, Mass.....	165.66
Round trip, Southern Route from Newark, N. J.....	135.12
Round trip, Northern Route from Newark, N. J.....	153.12
Round trip, Southern Route from Cincinnati, O.....	101.35
Round trip, Northern Route from Cincinnati, O.....	119.35

Round trip, Southern Route from Toronto, Ont.....115.90
Round trip, Northern Route from Toronto, Ont.....130.75
This same proportional rate from all cities will prevail.

Special Arrangements

There has been arrangements made for a Special Train to leave Chicago on Monday evening, September 3. This train will go by way of Omaha to Denver, stopping over twenty-four (24) hours at Colorado Springs to view the scenery of the Rocky Mountains and will then leave Colorado Springs at four o'clock in the morning so as to give the delegates the mountain views on both sides of the Rockies in daylight.

This train will stop five (5) hours in Salt Lake City arriving there at seven o'clock in the morning and leaving at noon.

From Salt Lake City the train will go over the Western Pacific through the Feather River Canyon arriving in Oakland at six o'clock Saturday, September 8.

Berths on this special train from Chicago to Oakland will be as follows:

Lower Berths.....	\$26.13
Upper Berths.....	20.90
Drawing Room.....	92.00

This includes the lay-over of twenty-four hours at Colorado Springs. The cars will lay-over there and delegates will occupy their berths during that time.

Delegates and friends desiring to take advantage of this special train are requested to communicate with Mr. H. J. Van Winkle, General Agent Passenger Department, Chicago and Northwestern Railroad Company, at 148 South Clarke Street, Chicago, Illinois, and secure their reservation for this train.

Parties desiring to catch this train at other points besides Chicago will also communicate with Mr. Van Winkle and make their arrangements.

Returning

No arrangements have been made for any special trains returning from Oakland. This would be impossible until you would know which way the delegations want to go and it was decided to leave that to the delegates themselves. The Railway People will have their Representatives at Oakland to make such arrangements as delegates may want for sleeping car arrangements or special sleeping cars going in either direction that the delegates may desire to travel; and it will be advisable for the delegates either through their delegations or personally to look after their sleeping car arrangements out of Oakland in due time in order to secure proper reservations.

Dining Car Service

Arrangements will be made for dining cars throughout the entire trip. Special rates have been given—Breakfast, Seventy-five cents (75¢); Luncheon, Seventy-five cents (75¢); and Dinners, One Dollar, (\$1.00).

Necessity of Attending

Owing to the many changes in the industrial conditions during the past two years and the conditions in the future, makes it

necessary that every Division Association of this Organization should be represented at this Convention, and I would, therefore, appeal to each Local Division to be represented at least by one or more delegates.

Appealing to you all to appreciate the situation, I remain

Fraternally yours,
W. D. MAHON,
International President.

FROM LATE REPORTS OF INTERNATIONAL OFFICERS

International President W. D. Mahon, in June, took up the work of personally assisting the two large Chicago Locals upon wage agreement work. Divisions 241, surface lines and 308, Elevated lines, applied to the respective employing companies for increases in wage rates of 10 cents per hour. Several preceding conferences held by the officials of the companies and respective locals had failed of agreement at the time President Mahon entered the conferences. A serious situation had developed, threatening a suspension of operation of the lines. Conferences were immediately resumed upon the arrival of President Mahon in Chicago, into which was called Mayor Dever. The result of this work was that on June 15, an agreement to arbitrate the wage dispute was reached upon the surface lines between the Chicago Railways Company, Mr. Henry A. Blair, President and Mr. Frank L. Hupp, secretary and Division No. 241 of the Amalgamated Association of Street and Electric Railway Employees of America, President William Quinlan and Secretary Joseph J. Kehoe. The agreement to arbitrate provided for the appointment of the third arbitrator by Mayor Devers. It also provides that the agreement that terminated June 1, 1923 shall continue for a period of two years from June 1, 1923 except that the present wage rates section shall be substituted by the arbitration wage award. As provided by the agreement to arbitrate, the Arbitration Board has been constructed as follows: Chosen by the company, Mr. James A. Sheean. Chosen by Division No. 241, Hon. Maclay Hoyne. Appointed by the Mayor, Corporation Counsel Francis X. Busch. Following the agreement to arbitrate on the surface lines, the Elevated Railway Companies by President Britton I. Budd entered a like agreement to arbitrate, with Division No. 308, President John J. Bruce and Secretary Wm. S. McClenathan. Arbitrators appointed in this case comprise: Mr. Wm. A. Morrow, chosen by the Company; Hon. Maclay Hoyne chosen by Division No. 308 and Attorney Francis X. Busch chosen as third arbitrator. Following preliminary preparation for arbitration in these cases, President Mahon returned to Detroit where the wage section adjustment of the new agreement worked out in the interest of the D. U. R. branches of Division No. 26, Detroit; Division No. 90, Port Huron; and Division No. 111, Ypsilanti, Mich., was awaiting his joint conference with President Stevenson of those

properties. Of other work that had engaged his personal attention, was the application for the restoration of collective agreement relations by Division No. 777, Muskegon, Mich. Since the institution of Division No. 777, the Muskegon Lighting and Traction Co., a property of the American Light and Railway Co., had installed a new manager who had not taken kindly to the fact that the men were organized. He immediately instituted a policy of denial of the right of collective bargaining to the men employed with the evident purpose of destroying the local. When this situation was reported by the local to President Mahon, with his knowledge of the former activities of the local that had greatly benefited the property, he regarded the attitude of the management as warranting the action of the local in declaring the course of the manager to be in line with instituting a lockout. He directed an appeal to State Labor and Industry Commissioner Carl Young for his intervention. A prompt response of Commissioner Young to this appeal resulted in the ultimate restoration of collective agreement relations between the local and company. As this case had been pending for more than a year, President Mahon highly commends the executive course of the president and officers of the local and the persistent loyalty of the members to the principles of their organization that held them together during a most trying ordeal. June 30, at the close of the month, President Mahon was engaged upon the wage feature of the agreement of the Detroit United Rys. locals and the wage arbitration involving the M. O. branch of Division No. 26, Detroit. In this latter case, the arbitrators chosen by the Street Ry. Commission and the local are hopeful of arriving at an award without the selection of a third arbitrator. In this case, Attorney Frank D. Eamon is the arbitrator chosen by the city and Judge E. J. Jeffries, chosen by Division No. 26.

First International Vice-President Wm. B. Fitzgerald, late in May was in Buffalo, N. Y., where he had been summoned to appear before State Industrial Commissioner Shuntag, who had appeared in Buffalo to conduct an investigation of the lockout situation involving the members of Division No. 23. As President Tully of the Buffalo Street railway company refused to obey the subpoena of the Commissioner, the investigation was adjourned, with the understanding that Commissioner Shuntag would place the situation before the State Attorney General in line of procedure to compel Tully to appear or be held under contempt proceedings. It is evident that the company official is acting upon advise of his attorneys who hold in contempt the law creating the Industrial Commission. Vice-President Fitzgerald attended a street parade demonstration of Division No. 623 and addressed a mass meeting of the local. He reports the members to be as determined to break the lockout as at the beginning of the battle. He advised with Vice-

President Jas Largay and Business Agent Ward of Division No. 576, Schenectady, N. Y. upon the lockout situation with which the members of that local were confronted. At Rochester, N. Y., he advised with the officers of Division No. 282, upon agreement work. Upon his return to the General Office, he took up the agreement work of Divisions Nos. 26, Detroit; 90, Port Huron; and 111, Ypsilanti, Mich. Several conferences of the company and Joint Board of the Local in which he participated, resulted in compiling and agreeing upon all provisions of the joint agreement except the wage section which was referred to President Elliott G. Stevenson of the several companies and International President W. D. Mahon. With Mrs. Fitzgerald, Vice-President Fitzgerald attended the graduation exercises at a college in Worcester, Mass., where his son George graduated. They then visited his mother in Troy, N. Y. He visited and addressed a meeting of Division No. 589, Boston, Mass., where he advised with the officers upon agreement work, and while there, advised with the Joint Executive Board of the locals upon the Eastern Mass. properties and G. E. B. Member John H. Reardon upon agreement work involving those locals. Several features of the agreement are pending arbitration. He visited Springfield, Mass. where he addressed a meeting of Division No. 448 and later visited Schenectady, N. Y. in the interest of Division No. 576, the members of which are locked out by the employing company. July 2 he had returned to the General Office, where he took up the work of forwarding the wage arbitration in which the M. O. Branch members of Division No. 26 are involved.

Second International Vice-President P. J. O'Brien at Norristown, Pa., assisted Division No. 811 upon agreement work. Per report of June 23, this case was pending reply from the company. He assisted the Joint Board of the Connecticut Consolidated locals, meeting with the Committee at New Haven, Conn. on various occasions. Upon this situation he reports that a settlement was made upon a five cents per hour wage increase. At Port Chester, N. Y., he assisted Divisions Nos. 481, Port Chester and 716, White Plains, N. Y. upon the subject of wages. This case was awaiting reply from the management of the company at his last report. At Springfield, Mass., he assisted Division No. 448 upon wage conferences in the interest of linemen, and reports a 5 cents per hour increase. At Stapleton, N. Y., he addressed a meeting of Division No. 967, the members of which are municipally employed. He assisted this local upon wage agreement work, which was deferred to a conference to be held the first week of July.

Third International Vice-President Wm. S. McClenathan, in May and June associated with International President W. D. Mahon, upon agreement work in the interest of Division No. 308, Chicago, Ill.,

of which local he is secretary and business agent. Final conferences resulted in an agreement to arbitrate the wage rates. The local had previously applied for a 10 cents per hour increase in wages. The case was pending Arbitration at the close of reports of June 30.

Fourth International Vice-President W. P. Jennings in June visited Preston, Ont., where he assisted Division No. 833 upon agreement work. At Guelph, Ont. he assisted Division 796 upon wage agreement work. Later he visited Brantford, Ont. where he conferred with the officers of Division 685, upon the affairs of that local. At the close of his report of June 30, he was at Ottawa, Ont., assisting Division No. 279 upon wage agreement work. In this case, the wage was submitted to a conciliation board appointed under the Industrial Disputes act. This Board rendered an award on this case which the company is attempting to evade. Vice-President Jennings reports that the case has now been appealed to the Minister of Labour.

Eighth International Vice-President Frank O'Shea, in June assisted Division No. 788, St. Louis, Mo., upon agreement work. Conditions of the agreement are reported to have been agreed upon except the wage section, which was deferred to the first week of July. He is also assisting Divisions 125 and 805, East St. Louis, Ill. upon wage arbitration which was pending presentation to the Arbitration Board per his report of June 29.

Tenth International Vice-President Albert E. Jones assisted Div. No. 416, Peoria, Ill., upon arbitration work. After preparation of evidence for submission, the arbitrators started hearings June 12. The local was also assisted by Attorney C. E. McNemas. At the close of the presenting of evidence for the local, Vice-Pres. Jones was dispatched to Springfield, O. to assist the Springfield locals upon agreement work. This work was deferred on account of the absence of the president of the company and was pending, per his report of June 23. At Lima, he reports that the members of Division 759 are desirous of better rates of wages, as upon installing one-man cars on the city lines, the company advanced wages but 3¢ per hour over the two-man car scale, the rates being regarded too low for even two-man cars. This situation was pending. With Division No. 852, he found that the members proposed seeking new contract relations on the route line from Lima to Toledo, where agreement relations do not exist at the present. He attended and addressed a meeting of Division No. 852 upon the subject.

Eleventh Int. Vice-President James Largay reports that on Thursday, June 7, the New York State Industrial Commission started an investigation of the lockout involving the members of Division No. 576, Schenectady, N. Y. At Albany, a com-

mittee representing the members of Division No. 148 applied for an increase in wages. The company increased wages 5¢ per hour and dismissed some of the members of Division 148 for identifying themselves as members. Thirty members were dismissed. June 3, a lockout was declared to exist by the Albany members who suspended work. The Albany police sided with the company and at the close of three days, many of the members, recognizing the hostile attitude of Albany officials gave up the effort to obtain recognition of the union and returned to employment. At Schenectady, per Vice-President Largay's report of June 24, while hearings have been held to some extent by the Industrial Commission, they had not been completed. Cars are running, manned by strike-breakers, but are without patronage. The local is insistent upon the right of organization and collective agreement.

Twelfth Int. Vice-President James B. Wiley, who assisted Division No. 441, Des Moines, Iowa, upon arbitration of a wage dispute with the employing Company, reports that the award was not satisfactory to the members, who look upon it as illegal, in that the question of rates of fares was embodied in the award as an influence in fixing the wage rates. Presenting itself in the situation as per his report of June 27, is the question of arbitrating the legality of the award. The award granted a two cents per hour increase in wages.

International Treasurer L. D. Bland reports a settlement of the wage dispute that involved the members of Division No. 215, Elgin, Ill. The agreement is for two years and carries wage increases to the members of 5¢ per hour to power house, substation and shop employes, 3¢ per hour to those of other maintenance classifications and 2¢ per hour to trainmen of all classes.

General Executive Board Member Edward McMorrow, late in May assisted Division No. 228, Joliet, Ill., upon grievance work. Upon settlement of this situation, he was dispatched to Oakland, Cal., where he is assisting Division No. 192 upon wage agreement work which, per his report of June 23, is pending further conferences with the employing company. He has attended and addressed meetings of the local.

G. E. B. Member Magnus Sinclair, at Dubuque, Iowa, assisted Division No. 329 upon agreement work. He reports that a renewal of agreement was obtained that carried 4¢ per hour increase to motormen and conductors and 5¢ per hour additional to one-man car and bus operators. At Davenport, Iowa and Rock Island, Ill., he assisted Divisions Nos. 312 and 313 upon agreement work. Conditions of agreement were agreed upon except the wage rates which were referred for arbitration. At Norristown, Pa. he assisted Division 811 in an effort to obtain better wages and working conditions. He reports a settlement on 4¢ per hour increase and some improved

conditions. He was later dispatched to Akron, O., upon a seniority dispute which he reports has been settled. June 28 he was at Ottawa in the interest of Division No. 279 where a recent Conciliation Board wage award is being evaded by the company and the subject is before the Minister of Labour.

G. E. B. Member P. J. Shea, at Shamokin, Pa., assisted Division No. 641 upon wage agreement work. A settlement resulted in a 5¢ per hour increase in wages and the granting of time and one-half for overtime. The new rates to motormen and conductors are 47¢ per hour to extra men and 52¢ per hour to regular men. At Easton, Allentown and Souderston, Pa. where he assisted the Joint Executive Board of Divisions 169, 956 and 954 upon wage adjustment work, he reports the obtaining of 5¢ per hour increase to motormen and conductors and from 4¢ to 10¢ per hour to the employees of other departments. This increase establishes to motormen and conductors rates of 49¢ per hour to first year service men, 53¢ to second year men and 55¢ per hour to those of two or more years in the service. At Scranton, Pa. where Board Member Shea assisted Division No. 168 in the arbitration of wages, the case was presented and the arbitrators later awarded 3¢ per hour increase to motormen and conductors and 7% increase to other crafts involved. This creates rate of wages to motormen and conductors of 53 cents per hour to first three months service men, 58¢ to the next 9 months men and 63¢ per hour to those of more than one year in the service. At Wapakoneta, O., he assisted Division No. 939, upon wage agreement work. This and the wage dispute of Division No. 627, Cincinnati, O. upon which he is also engaged, were pending in conference stage at the close of his report for the week ending June 24.

G. E. B. Member John H. Reardon, upon the Eastern Mass. Ry. Locals' wage agreement work, which involves Division 174, Fall River and associate Locals, reports that all features of the Joint Agreement except wages have been agreed upon and that the wage features of the agreement are being submitted for arbitration. The arbitration board is comprised of Messrs Fred J. Cummings selected by the company, Jas. H. Vahey chosen by the locals and Harry G. Attwill as presiding arbitrator. At Waltham, Mass., Division No. 600 was seeking arbitration of a discharge case, where a member was dismissed upon the charge of responsibility for a collision. The company held that the agreement provision for arbitration did not apply to this case as to arbitrate would be in violation of the fixed rule of the company that in such cases the employe practically dismissed himself. Through injunction proceedings brought by the company in the Supreme Court of Mass., the court rendered a decision sustaining the arbitration provision of the agreement. As a result, the case goes to

arbitration before a Board of Arbitrators composed of Atty. Jas. H. Vahey chosen by the local, Atty. Pitt F. Drew, chosen by the company and Atty. Wilford D. Grayas presiding arbitrator. Board Member Reardon, who is also assisting Division No. 589, Boston upon wage agreement work, reports that the wage dispute and other disputed features of the agreement are to be submitted for arbitration. These cases were pending trial by arbitration at the close of his report for the week ending June 24. At Providence, R. I., he assisted Division No. 618 upon the adjustment of a one-man car schedule dispute.

G. E. B. Member Allen H. Burt has sufficiently recovered from his recent operation to have been released from the hospital and although he is steadily improving, he is yet under care of his physician. He expects to soon be able to again take up the work of the Association.

G. E. B. Member Wm. F. Welch is assisting Divisions Nos. 812, Clarkesburg and 813, Fairmont, W. Va., upon agreement work. Per his report of June 23, conditions of agreement had been worked out except the wage features, which were in conference stage. He also is in advisement with Division No. 815, Parkersburg, W. Va., upon agreement work.

G. E. B. Member J. B. Lawson, who is assisting Division No. 961, Alexandria, La., upon agreement, reports the situation in conference stage. The property upon which the members of Division No. 961 are employed is a municipally owned and operated system.

At nine o'clock on the morning of May 9, every car on the United Electric Railway System of Providence, R. I., stopped for one-half minute in memory of late Business Agent Michael J. Cahill, of Div. No. 618, of the Amalgamated Association. A Providence paper announcing the tribute in memory of Brother Cahill, says: "This mark of respect is seldom paid, as it involved a total operating delay of many hours, although for each car of only one-half minute. Mr. Cahill, however, was so highly regarded, both by members of the union, the affairs of which he directed throughout the State, and by officers and directors of the trolley company, that it was considered none too fitting an honor to pay to his memory."

The Waterbury Evening Democrat of May 21, carries a report of a hearing on the one-man car proposition before the State Utilities Commission. The hearing was instituted on account of the protest of the operation of one-man cars by citizens of Waterbury, who regard them unsafe and as not giving satisfactory service.

A swelled head constitutes too bulky baggage to be carried successfully.—Forbes Magazine (N. Y.)

STRIKES AND LOCKOUTS

St. John, N. B.—There has been no move here to effect any change in the lockout situation involving the members of Division No. 663. Our members were locked out June 29, 1921 and are now entering the third year of a struggle to overthrow the spirit of industrial tyranny. Has it been effective? We are yet alive as an organization. We are standing firmly as ever in defiance of industrial slavery. How about the management of this property that instituted the lockout against us? We have seen it eliminated and substituted by another that, so far as material expression is concerned, is moving in the same atmosphere as the dethroned management. We have also witnessed the overthrow of civic administrations that seemed pleased to trail in sympathy with the labor oppressing managements. We have also seen ruthless strike-breakers and whining puppets who lavished in the privilege opened to them to scab honest men's jobs come and go. This is the type of individuals that are even now serving the purpose of a labor oppressing policy of employment. They are serving the purpose of their masters. This property will be a long time recovering from what its ruthless, profit chasing directorate plunged it into, when it undertook its fight to destroy the manhood of an efficient, self-respecting class of citizen employes. We shall remain on the job with our protest, if it takes another, two years. We will not tarnish the future of our own children by rearing them to feel that their parents brought upon them the reflection of disloyalty to their own class.

Buffalo, N. Y.—Division No. 623 can report no change in the lockout in which, now, the members are entering the second year. The Buffalo street railway management recently petitioned the State Utilities Commission for an eight cents fare to help rehabilitate its losses sustained by imposing upon the people of Buffalo a turmoil condition. It is fighting the people as well as us, and is seeking a means to impose upon the people the expense of the fight. The Public Utilities Commission has surprised many by not coming across with the increase in fare. So, the management has yet three months more of what it has made for itself. Our long coming Industrial Investigation recently started but has evidently been blocked by the company management. The president and his lawyers defied the State Law and refused to obey the subpoena of the State Industrial Commission. So far as we know, that is as far as the law will go. How far it would have went, had we of Division 623 ventured to hold the law in contempt, as has the Mitten management, we can only conjecture. The property is operating at a loss, and will so operate until the policy of autocracy is substituted by the American spirit of democracy. Our boys are solid in their purpose to continue their struggle, as well for the

people as for ourselves and the right principle of collective bargaining.

Schenectady, N. Y.—Division No. 576, the members of which suspended work May 17 reports no material change in the situation. This local has been denied collective agreement relations with the company for more than a year. However, there were no changes in wages and hours of service during the first year of the suspension of collective agreement relations until the beginning of the new year starting with May 1, 1923. Then there became a change in the personnel of the official management and notice was posted of a radical reduction in the wage rates. This actuated the members to request the restoration of collective agreement relations with a restoration of the preceding wage rates. This was refused by the new manager of the property, with an emphasis that showed a purpose to dispose of the services of any employees who should persist in retaining their membership in a trade or labor union. This was responded to by the suspension of work. Cars are now being run in partial service by strike-breakers, but without patronage. The management of this property has reverted to the management of the Albany and Troy street railway properties under the control of the D. & H. R. steam railway company. Our local is being assisted by International Vice-President James Largay.

Albany, N. Y.—Some 125 members of Division No. 148 suspended work June 3. At a meeting of the local held late in May, action was taken directing application to the management of the Albany street railway property for a desired increase in wages. This action resulted in the company posting notice of a 5¢ per hour increase in wages with a response to a request for committee conference by the dismissal of 30 members who, it became known to the management of the property, had attended the meeting at which the request was voted. To protest this discrimination against the members of the local, work was suspended, as stated, June 3. The management of the company had available its strike-breakers in Schenectady, a contingent of which were immediately put on the cars here. These, and the enthusiastic sympathy of the Mayor of Albany and the Albany police department soon demonstrated the futility of the protest. While the attempt to enforce the reinstatement of the thirty dismissed men failed, it did demonstrate the real attitude of our mayor and his official staff toward the right of labor to organize. Just what this will lead to at the next municipal election is problematical. Our protest of the action of the management of the company was called off June 6, and most of those who united in the protest have unconditionally returned to work. We have the satisfaction, however, of knowing that the expression of dissatisfaction with the former wage rates that was made by the local, had the result of gaining the 5¢ per hour increase in wages.

Disbursements from the Death, Disability and Old Age Benefit Fund during the month of May, 1923, were made to beneficiaries on claims as follows:

Death Benefits

Mrs. Clarissa McGraw, beneficiary, death claim of Thomas H. McGraw, deceased, late member of Div. No. 26, Detroit, Mich.; cause, Pulmonary Tuberculosis.....	\$800.00
Mrs. Ida Kabatsky, beneficiary, death claim of Abraham Kabatsky, deceased, late member of Div. No. 26, Detroit, Mich.; cause, Carcinoma of Stomach and Liver.....	800.00
Mrs. Lydia H. Grounds, beneficiary, death claim of Ulysses S. Grounds, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, Chronic Myocarditis.....	800.00
Mrs. Mary Curry, beneficiary, death claim of A. J. Curry, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, Diabetes Mellitus.....	800.00
Mrs. Mary Ann Minor, beneficiary, death claim of Vincent J. Minor, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, Chronic Nephritis.....	800.00
Mrs. Anna McCann, beneficiary, death claim of Harry L. McCann, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, Lobar Pneumonia.....	250.00
Mrs. Minnie Auld, beneficiary, death claim of John Auld, deceased, late member of Div. No. 113, Toronto, Ont.; cause, Broncho-Pneumonia.....	800.00
Mrs. Annie Turner, beneficiary, death claim of Richard Turner, deceased, late member of Div. No. 113, Toronto, Ont.; cause, Heart Failure.....	800.00
Joseph S. Droogan, financial secretary and treasurer of Div. No. 148, for beneficiary, death claim of John J. Boyle, deceased, late member of Div. No. 148, Albany, N. Y.; cause, Cerebral Hemorrhage.....	600.00
Mrs. Mary Keifer, beneficiary, death claim of Harry E. Keifer, deceased, late member of Div. No. 169, Easton, Pa.; cause, Crushed under stone from falling wall during tornado in Easton.....	600.00
Mrs. Bridget O'Neil, beneficiary, death claim of John O'Neil, deceased, late member of Div. No. 174, Fall River, Mass.; cause, Phthisis.....	800.00
Lucille E. Galway, beneficiary, death claim of E. Galway, deceased, late member of Div. No. 194, New Orleans, La.; cause, Pulmonary Tuberculosis.....	800.00
Mrs. Annie F. Hoffmann, beneficiary, death claim of F. Hoffmann, deceased, late member of Div. No. 194, New Orleans, La.; cause, Chronic Valvular Heart Disease.....	800.00
Gus. J. Bienvenu, financial secretary of Div. No. 194, for beneficiaries, death claim of Arnear Werling, deceased, late member of Div. No. 194, New Orleans, La.; cause, Cerebro Spinal Lues.....	75.00
Emily E. Richard, beneficiary, death claim of Ed. J. Richard, deceased, late member of Div. No. 194, New Orleans, La.; cause, Carcinoma of Tongue.....	800.00
Mrs. Agnes L. Fournier, beneficiary, death claim of Lester Fournier, deceased, late member of Div. No. 194, New Orleans, La.; cause, Dysentery and Abscess of the Liver.....	250.00
Carrie B. Conrad, beneficiary, death claim of Balser Conrad, deceased, late member of Div. No. 194, New Orleans, La.; cause, Chronic Endocarditis.....	350.00
Gus. J. Bienvenu, financial secretary of Div. No. 194, for beneficiaries, death claim of H. W. Wade, deceased, late member of Div. No. 194, New Orleans, La.; cause, Pulmonary Tuberculosis.....	800.00
George E. Adams, financial secretary and treasurer of Div. No. 215, for beneficiary, death claim of Carl Arthur Oeser, deceased, late member of Div. No. 215, Wheaton, Ill.; cause, Coming in contact with an electric wire at Lombard Sub-station while acting as Sub-station operator.....	100.00
Mrs. Ella Frances Perkins, beneficiary, death claim of Alfred L. Perkins, deceased, late member of Div. No. 240, Chelsea, Mass.; cause, Pneumonia.....	700.00
Mrs. Winifred Dunne, beneficiary, death claim of John J. Dunne, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Shock and injuries sustained from being hit by an automobile.....	800.00

Mrs. Carrie Hastings, beneficiary, death claim of John D. Hastings, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Carcinoma of Gall Bladder.....	800.00
Margaret Quillinan, administratrix of estate of deceased, for beneficiaries, death claim of James J. Gardener, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Carcinoma of the Rectum.....	800.00
Elizabeth C. Kennedy, beneficiary, death claim of Edwin C. Kennedy, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Myocarditis.....	800.00
Mrs. Elizabeth Fitzgerald, beneficiary, death claim of John Fitzgerald, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Acute Uraemia.....	50.00
Mrs. Elizabeth McNally, beneficiary, death claim of Thomas J. McNally, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Chronic Myocarditis.....	100.00
Mrs. Theresa Vierendeels, beneficiary, death claim of Emil Vierendeels, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Peritonitis.....	500.00
Mrs. Mary Hart, beneficiary, death claim of Thomas Hart, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Acute Myocardial Insufficiency and Pulmonary Edema.....	150.00
Mrs. Ada D. Hultman, beneficiary, death claim of Joseph A. Hultman, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Organic Heart Disease.....	800.00
Mrs. Emma Vedder, beneficiary, death claim of Fred E. Vedder, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Cerebral Hemorrhage.....	800.00
Lawrence J. Ryan, power of attorney for beneficiaries, death claim of Michael Ryan, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Carcinoma of Cardiac end of stomach.....	800.00
Mrs. Librate Gilli, beneficiary, death claim of John Gilli, deceased, late member of Div. No. 253, Quincy, Mass.; cause, Cancer of Stomach.....	250.00
W. M. Rea, financial secretary of Div. No. 268, for beneficiaries, death claim of Wm. E. Hubley, deceased, late member of Div. No. 268, Cleveland, Ohio; cause, Myocarditis.....	800.00
Gladys Martin, beneficiary, death claim of David A. Martin, deceased, late member of Div. No. 268, Cleveland, Ohio; cause, Lobar Pneumonia.....	800.00
Eleanor E. Hickey, beneficiary, death claim of Dennis F. Galvin, deceased, late member of Div. No. 280, Lowell, Mass.; cause, Heart Disease.....	800.00
Anna Basky McCann, beneficiary, death claim of James McCann, deceased, late member of Div. No. 282, Rochester, N. Y.; cause, Pulmonary Tuberculosis.....	500.00
Harriet Vanderbrook, beneficiary, death claim of John A. Vanderbrook, deceased, late member of Div. No. 282, Rochester, N. Y.; cause, Hemorrhage following Gastric Ulcer.....	800.00
Mrs. Katherine M. Sullivan, beneficiary, death claim of J. M. Sullivan No. 2, deceased, late member of Div. No. 284, Nashua, N. H.; cause, Acute Perforating Duodenal Ulcer, Pulmonary Embolus and Cardiac illness.....	800.00
Mrs. Mae Proper, beneficiary, death claim of Wilmer W. Proper, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Angina Pectoris.....	100.00
Sidney Brown, beneficiary, death claim of Adalene Noyes Brown, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Pulmonary Tuberculosis.....	500.00
Wm. S. McClenathan, secretary-treasurer of Div. No. 308, for beneficiary, death claim of Anna L. Blackmer, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Myocarditis and Chronic Nephritis.....	400.00
Theresa Engeland, beneficiary, death claim of John Engeland, deceased, late member of Div. No. 313, Rock Island, Ill.; cause, Peritonitis and Cancer of Stomach.....	600.00
Tim Kearney, financial secretary of Div. No. 381, for beneficiary, death claim of Joseph Page, deceased, late member of Div. No. 381, Butte, Mont.; cause, Chronic Endocarditis and Aortic Insufficiency.....	800.00
Nettie M. Kolb, beneficiary, death claim of Fred C. Kolb, deceased, late member of Div. No. 382, Salt Lake City, Utah; cause, Electrocuted by coming in contact with a live wire.....	800.00
O. E. White, financial secretary of Div. No. 416, for beneficiary, death claim of Frank A. Blust, deceased, late member of Div. No. 416, Peoria, Ill.; cause, Lobar Pneumonia.....	150.00
M. J. Hennessey, financial secretary and treasurer of Div. No. 448, for beneficiaries, death claim of George M. Taylor, deceased, late member of Div. No. 448, Springfield, Mass.; cause, Operation for Hernia.....	600.00
Annie R. Robbins, beneficiary, death claim of Howard A. Robbins, deceased, late member of Div. No. 448, Springfield, Mass.; cause, Fracture of skull due to kick from horse.....	800.00
Mary McDevitt, beneficiary, death claim of W. S. McDevitt, deceased, late member of Div. No. 518, San Francisco, Calif.; cause, Angina Pectoris.....	500.00
Frances E. Fullalove, beneficiary, death claim of John Fullalove, deceased, late member of Div. No. 518, San Francisco, Calif.; cause, Myocarditis.....	500.00
Mrs. Jane Tindall, beneficiary, death claim of George Tindall, deceased, late member of Div. No. 540, Trenton, N. J.; cause, Heart Trouble.....	800.00
Jennie Reed, beneficiary, death claim of Milton A. Reed, deceased, late member of Div. No. 568, Erie, Pa.; cause, Scarlet Fever.....	700.00
Nellie Franz, beneficiary, death claim of William Franz, deceased, late member of Div. No. 582, Utica, N. Y.; cause, Carcinoma of Intestines.....	800.00
Sarah Dickson, beneficiary, death claim of James Dickson, deceased, late member of Div. No. 582, Utica, N. Y.; cause, Pernicious Anemia.....	800.00
Mrs. Bonnie N. Pinkusohn, beneficiary, death claim of E. Rose, deceased, late member of Div. No. 587, Seattle, Wash.; cause, Bronchial Pneumonia.....	500.00
Mary Maguire, administratrix of estate of deceased, for beneficiaries, death claim of Thomas J. Concannon, deceased, late member of Div. No. 589, Boston, Mass.; cause, Organic Disease of Heart.....	800.00
Mrs. Charles F. Perrin, beneficiary, death claim of Charles F. Perrin, deceased, late member of Div. No. 592, Fredonia, N. Y.; cause, Apoplexy.....	100.00
Mrs. Eliphalet W. Watson, beneficiary, death claim of Eliphalet W. Watson, deceased, late member of Div. No. 592, Fredonia, N. Y.; cause, Acute Dilatation of Heart.....	600.00
Ina Villa Atwood, beneficiary, death claim of Anthony Atwood, deceased, late member of Div. No. 618, Providence, R. I.; cause, Acute Lobar Pneumonia.....	800.00
Alfred Coates, financial secretary of Div. No. 618, for beneficiaries, death claim of Charles F. Stone, deceased, late member of Div. No. 618, Providence, R. I.; cause, Cerebral Hemorrhage.....	700.00
Eva Young, beneficiary, death claim of Charles C. Young, deceased, late member of Div. No. 618, Providence, R. I.; cause, Lobar Pneumonia.....	800.00
Elisha C. Kerr, beneficiary, death claim of C. W. Kerr, deceased, late member of Div. No. 618, Providence, R. I.; cause, Lobar Pneumonia.....	700.00
Margaret M. Cahill, beneficiary, death claim of Michael J. Cahill, deceased, late member of Div. No. 618, Providence, R. I.; cause, Cerebral Hemorrhage, Hypertension of blood vessels and Bronchial Asthma.....	800.00
Rose Names, beneficiary, death claim of Joseph A. Gabriel, deceased, late member of Div. No. 623, Buffalo, N. Y.; cause, Tubular Peritonitis.....	500.00
Sarah Dayton, beneficiary, death claim of James O. Dayton, deceased, late member of Div. No. 623, Buffalo, N. Y.; cause, Pernicious Anemia.....	800.00
Vincent Tuero, financial secretary and treasurer of Div. No. 623, for balance for funeral and other expenses, death claim of Edward J. Plunkett, deceased, late member of Div. No. 623, Buffalo, N. Y.; cause, Acute Hemorrhagic Nephritis—Poisoning by ammonia.....	82.17
Louis Snitker, beneficiary, death claim of J. (John) Snitker, deceased, late member of Div. No. 627, Cincinnati, Ohio; cause,	

Chronic Parenchymatous Nephritis, Arterio Sclerosis and Chronic Myocarditis.....	800.00
Nellie Wilson, beneficiary, death claim of Thomas Wilson, deceased, late member of Div. No. 627, Cincinnati, Ohio; cause, Suicide by hanging.....	800.00
Mrs. D. W. Proffitt, beneficiary, death claim of D. W. Proffitt, deceased, late member of Div. No. 678, Mars, Pa.; cause, Gunshot wound, self-inflicted.....	800.00
Flonia Downs, beneficiary, death claim of Byron Downs, deceased, late member of Div. No. 692, Hartford, Conn.; cause, Lobar Pneumonia.....	100.00
Lewis Parker, financial secretary of Div. No. 741, to apply on bill of funeral expenses, death claim of John V. Harris, deceased, late member of Div. No. 741, London, Ont.; cause, Pneumonia.....	100.00
Sadie E. Cram, beneficiary, death claim of William W. Cram, deceased, late member of Div. No. 782, Dover, N. H.; cause, Influenza and Diabetes.....	500.00
James E. Fitzgerald, beneficiary, death claim of William Fitzgerald, deceased, late member of Div. No. 785, Amesbury, Mass.; cause, Apoplexy.....	600.00
W. H. Driemeyer, administrator of estate of deceased, for beneficiaries, death claim of Charles J. Driemeyer, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Pulmonary Tuberculosis.....	400.00
Mrs. Florida Sarrazin, beneficiary, death claim of Onesime Sarrazin, deceased, late member of Div. No. 790, Montreal, Que.; cause, Pulmonary Tuberculosis and Asthenia.....	500.00
Mrs. Alphonse Becolte, beneficiary, death claim of Alphonse Becolte, deceased, late member of Div. No. 790, Montreal, Que.; cause, Pneumonia.....	250.00
J. L. Bourbonniere, financial secretary of Div. No. 790, for beneficiaries, death claim of Octave Poirier, deceased, late member of Div. No. 790, Montreal, Quebec; cause, Heart Disease and Hemorrhage.....	100.00
Catherine Boyd, beneficiary, death claim of Charles Boyd, deceased, late member of Div. No. 819, Newark, N. J.; cause, Diabetes Mellitus and Carbuncles.....	200.00
Mrs. Ernestine Mains, beneficiary, death claim of William Mains, deceased, late member of Div. No. 821, Jersey City, N. J.; cause, Complication of Grippe and Abscess.....	400.00
Mrs. Charles J. Miles, beneficiary, death claim of Charles J. Miles, deceased, late member of Div. No. 842, Wilmington, Del.; cause, Arthritis Deformans.....	150.00
Fred Rohlin, administrator of estate of deceased, for beneficiaries, death claim of William Rohlin, deceased, late member of Div. No. 939, Wapakoneta, Ohio; cause, Pulmonary Oedema from Cardio Vascular Disease.....	150.00
Ellen C. Schlicher, beneficiary, death claim of Frank Schlicher, deceased, late member of Div. No. 936, Allentown, Pa.; cause, Acute Indigestion and Paralysis of Heart.....	100.0
Disability Benefits	
Adam S. Clark, member of Div. No. 103, Wheeling, West Va.; cause, Injury to left limb below the knee by being struck by Parcel Post package from street car to Post-Office, while employed as motorman.....	800.00
Frank C. Kimball, member of Div. No. 235, Brockton, Mass.; cause, Falling through hole in floor of car-house, injuring spine.....	800.00
Elmer A. Sutton, member of Div. No. 416, Peoria, Ill.; cause, while operating a one-man car he collided with a truck, which injured him in such a manner that he hasn't been able to work since, causing Traumatic Neurosis affecting his back and other injuries.....	700.00
Reuben G. Delaney, member of Div. No. 785, Amesbury, Mass.; cause, An iron arm holding trolley wire gave way and came down, striking him on back as he was leaning over pushing in his fender on car, causing injury to spine and in the sacro-iliac joint.....	800.00
Moise Dauphin, member of Div. No. 790, Montreal, Quebec; cause, Accident—Collision of tramways when very foggy, left foot being crushed and all bones in foot being crushed, walks with crutches.....	250.00
Old Age Benefits	
William A. Robinson, member of Div. No. 85, Pittsburgh, Pa.....	800.00

Eugene H. Coe, member of Div. No. 241, Chicago, Ill.....	800.00
Owen L. Gleason, member of Div. No. 241, Chicago, Ill.....	800.00
Adolph F. Johnson, member of Div. No. 241, Chicago, Ill.....	800.00
James Brady, member of Div. No. 253, Quincy, Mass.....	800.00
Martin Henry Clark, member of Div. No. 282, Rochester, N. Y.....	800.00
Total.....	\$53,807.17

IM MEMORIAM

By Div. No. 515, Galesburg, Ill.

Whereas, It has pleased the Almighty God, the Supreme Ruler of the Universe to remove from our midst our beloved brother, Oliver E. Warner, in whose death we have lost a true and loyal brother, and his widow and child, a loving husband and father; therefore, be it

Resolved, That we, the members of Division No. 515, A. A. of S. & E. R. E. of A. extend our heartfelt sympathy and consolation to the bereaved family of our late brother.

Resolved, That as a tribute to the memory of our departed brother, copies of these resolutions be transmitted to the bereaved widow, published in the Labor News, the MOTORMAN AND CONDUCTOR and entered in the records of the Association.

June 15. J. E. DURBIN, President.
C. H. COBB, Sec.-Treas.
N. ALLERT, Rec.-Sec.

By Div. No. 568, Erie, Pa.

Whereas, Our Heavenly Father has seen fit to remove from our midst, our true and beloved brother, Jacob E. Carney, in whose death we have lost a true and loyal brother, one who had suffered four years of sickness patiently until he was called by Him who doeth all things well and knoweth best; therefore, be it

Resolved, That we the members of Division 568, A. A. of S. & E. R. E. of A. extend to the bereaved Mother and family, our heartfelt sympathy and consolation; and, be it further

Resolved, That as a tribute to the memory of our departed brother, our Charter be draped for thirty days; and that copies of these resolutions be spread on the minutes of this Division; a copy sent to the bereaved family, and a copy sent to the MOTORMAN AND CONDUCTOR for publication.

Attest: HARRY SOLOMON,
June 21, 1923. Business Agent.

By Div. No. 628, Covington, Ky.

Whereas, The Controlling Hand of the universe has again stretched forth and led away one of our most esteemed members, Brother William H. Jones; therefore, be it

Resolved, That in the death of Brother Jones, our Union has lost one of its most faithful members, his family, a loving husband and father, and the community a loyal citizen; and, be it further

Resolved, That our charter be draped for a period of thirty days, and these resolutions be spread upon the minutes of this Local Division, a copy sent to his family, and a copy sent to our official Journal, The MOTORMAN AND CONDUCTOR for publication.

May 26. Fraternally submitted,
JOHN B. STAGGENBORG,
ROBERT WATKINS,
DORSEY GARRETT,
Committee.

By Div. No. 109, Victoria, B. C.

Whereas, Almighty God in His infinite wisdom has taken from our midst, our beloved Brother, Geo. Bridle, who was a loyal and true member of this Association for many years; therefore, be it

Resolved, That we, the members of Division No. 109, in regular meeting assembled, extend our sincere and heartfelt sympathy to the bereaved widow and relatives of our departed brother; and, be it further

Resolved, That our Charter be draped for a period of thirty days; a copy of these resolutions be sent to the bereaved widow and family, a copy be sent to the MOTORMAN AND CONDUCTOR, and that they be entered upon the records of this Association.

May 27. W. H. GIBSON, President.
R. A. C. DEWAR, Fin. Sec.,
JAMES FETTERBERG, Rec. Sec.

Edited by Local Division Correspondents



**HIS NAME MAY BE
R. J. HENNESSEY**

The above picture came into the possession of the **MOTORMAN AND CONDUCTOR**, with a succession of letters which are below published for identification. The picture and letters were found by a member of the Amalgamated Association, as having been lost by the owner who may have them by appearing, making application and identifying the property. They were very likely written by a "District Manager" of a private "detective agency" and were undoubtedly addressed to one who had become a member of one of the locals of the Amalgamated Association. The inference is that he has had experience as a street car man, and may apply for admission into some other local. In that event, he may be told where he can recover his lost letters.

The letters read as follows:

Cleveland, Ohio,
April 16th, 1923.

Opr. No. P-42.
Dear Sir:—

We have your letter of the 15th inst., and are very glad for the information contained therein with regard to the manager of the American Restaurant agitating in favor of the street car men in case of a strike. This kind of information is just what we are looking for, and will greatly appreciate anything you may be able to give us along those lines.

As requested by you, we are sending you today

fifty dollars (\$50.00), which will be contained in a separate registered letter marked as coming from M. M. Dundrea, 1968 East 70th St., Suite 43, Cleveland, Ohio.

With kind regards and best wishes, I remain,

Yours very truly,

M. B. EDWARDS,
Manager Cleveland Dist.

RP.

Cleveland, Ohio,
April 17th, 1923.

Opr. No. P-42.

Dear Sir:—

As you know, the critical time is now approaching, and with this in view please be up and touch every minute, and try and make your reports brim full of information and better than ever.

Mix all you can with the men, more so than you have been doing if possible. Don't fail to attend the meetings regardless of what happens, as it is extremely important that we get every bit of information that it is possible to secure. Don't hesitate to get up on the floor in the meeting and have something to say that will have some effect, as in order to be a leader among working men one only has to get up and talk with a little intelligence and he will immediately have a host of followers.

I am not criticizing your past work, but I do earnestly request that you put forth even more efforts from now on to make the best showing that you have ever made, even if it takes a few extra hours of work and an extra effort on your part.

I solicit your earnest co-operation in respect to this matter, and fully believe that you will freely give it.

With kind regards, I remain,

Yours very truly,

M. B. EDWARDS,
Manager, Cleveland Dist.

WBE:RP.

Cleveland, Ohio,
April 20th, 1923.

Opr. No. P-42.

Dear Sir:—

I was talking to Mr. F. yesterday, and from now on he would like to have you get in touch with him four or five days a week if possible, by calling the Bond Hotel, where he lives, around 6:30 to 6:45 P. M., so that if anything important comes up he can request you to look into it.

In addition to that, if you should get anything that you know he would like to take action on, either send it to him care of Bond Hotel by Western Union messenger, or leave it there yourself in a sealed envelope, or give it to him on the phone.

He would also like you to watch carefully for—

Violation of the rule regarding the making of Safety Stops.

Conductors carrying women on the cars.

Front end riders.

Conductors riding side seats while on duty.

Conductors reading newspapers while on duty.

Failing to call streets.

Failing to ring gongs at all streets and intersections.

Report cars not carrying train numbers.

When new bulletin is posted, advise when you can, whether men are filling orders as contained in the bulletin.

In reporting men for drinking or gambling, please endeavor to get names or numbers or identification when possible, as the mere reporting of one or more men drinking precludes the possibility of any action being taken, and if necessary for you to buy drinks to get the information, do so in moderation.

Whenever you have occasion to report anything or anybody, please endeavor to report the matter or party in such a way that action can be taken if desired. It is extremely necessary that we get all the information we can, and get it absolutely correct, as the Company has other sources of information which they are checking against ours.

There is a conductor by the name of H. B. Allen, on Exchange Street, whom they have information on to the effect that he is crooked, but they find it very hard to catch him. One method we know he uses is, when he receives a ride from a passenger he

returns said passenger 54, palms a penny himself and drops it in the box with the hopper open, it going through so fast that it is impossible for a checker to detect the transaction. If you happen to work with this man, or come in contact with him, endeavor to get any information you can without causing any suspicion to be cast upon you.

Try and get your reports in from now on as promptly as possible, particularly the next meeting. Get it in the mail just as quickly as you can after it is over.

Don't forget to keep in touch with Mr. F. frequently, at said times mentioned above.

Enclosed find statement of your account up to April 1st, showing credit of \$22.98.

With kind regards and best wishes, and soliciting your earnest co-operation in these matters so that your work will stand out over and above anybody else that may be furnishing information, I beg to remain,

Yours very truly,

M. B. EDWARDS,
Manager, Cleveland Dist.

WBE:RP.

R. J. "Lets put it over Big."

M. B. E.

TO SEND FULL DELEGATION

Boston, Mass.—President Gompers visited Boston as a guest of the Boston Central Labor Union and addressed a meeting Sunday, June 9. In his remarks, Pres. Gompers flailed the "secessionists" and warned the workers of the dangers in two factions contending for jurisdiction over the one craft. Secession in the telephone workers' unions and in the shoe workers' unions—We should be on our guard against the fellow who suggests forming an "independent union." He has his own selfish interests in view all the time, either to place himself in control, or a far deeper purpose—that of dividing the workers, thereby rendering impotent their efforts to secure better conditions.

The Mooney and Billings case is again becoming active. Let us hope that these two Trade Unionists are going to have their freedom. Brother Craig, a member of Tom Mooney's Union (the molders) addressed a meeting of our Division in their behalf and asked for help to obtain their liberty. Sentenced to life imprisonment, with some six years served for a crime of which, if they were guilty, they should have been hanged but, instead, these two innocent men were convicted on the evidence of self-confessed perjurers and are the victims of a frame-up. Every member of Labor knows their case, or ought to, for it was only through the efforts of organized labor that they were saved from the gallows. They need help. Let's give it to them.

The report of Int. Pres. Mahon's resignation as a vice-president of the A. F. of L. was received here with regret. It was hoped that the Amalgamated Association would again be represented on the Executive Council of the Federation, a representation much to be desired from an organization view point. But far more is the regret that ill health has come upon Int. Pres. Mahon. The officers and members of Division No. 589, join in the wish that it is of slight duration and that he will have fully recovered ere this writing.

Division No. 589 moves forward in preparations for the coming International Convention. Premium books have been in circulation for some time among our members, the proceeds to be applied to the convention fund. The convention call was read at the last meeting and it was voted to send twenty-four delegates. All interest is now centered on the delegate election to be held in July.

General Executive Board Member John H. Reardon, who is assisting this Division on agreement work, attended another meeting of our membership, in the interests of the Buffalo men and brought with him Brother Clarence Conroy, their Business Agent. Brother Conroy went into the situation in detail, from the beginning night up to the day he left Buffalo. He spoke for over a half hour and was listened to attentively, as he unfolded the story of the unsuccessful attempts to destroy his organization and the unfair methods employed to accomplish that end. He told of the broken promises, the humiliating discipline and unjust suspensions and discharges to which the Buffalo men were subjected. There was one point brought out in Brother Conroy's talk which bears repeating here, and that was the failure of some members to attend the meetings of their union. Believing this apparent indifference showed a lack of interest in the organization, those who were waiting their chance, regarded it as a signal that the opportune time for attack had arrived. But in this

they were mislead, for the men remained loyal to their organization and determined to preserve their membership therein. From all over this country, appeals are being made by correspondents to the MOTORMAN AND CONDUCTOR, through its columns, calling the attention of their members to the necessity of attending meetings. Not so much the fear of attack—for there are many fair employers dealing with labor and we have been fortunate in that respect here—but, rather, that our people, through attending meetings, may get first-hand information on both sides of a question, which information can only come through the reports of our officers in meeting assembled. So, let us give an hour or two, at least, once a month to our meetings and thereby benefit ourselves and encourage our officers. And as a word of encouragement to our Buffalo brothers, the Boston members have reaffirmed their sympathy with your just cause, by voting to continue their assistance to you.

The Mass. Supreme Court denied a petition brought by the Middlesex St. Ry. for a preliminary injunction against their employees, members of Division No. 600, Waltham, Mass. Attorney James H. Vahey, counsel for the Amalgamated Association argued the case for the men resulting in the decision referred to and the company agreeing to accept arbitration. Court proceedings arose out of the discharge of a conductor, some eight months ago, which the Local protested and desired arbitration upon. Finally, a referendum vote was taken, the result registering an almost unanimous desire on the part of the members to enforce arbitration of the dispute through a suspension of work. This the company sought to prevent by injunction process. The Middlesex system adjoints that of the Boston Company and connects with our lines at various points on the west. We are all well acquainted, the Boston members having helped to organize their Division. The members of Division No. 600 and their president, "Big Bill" Egan, together with his associate officers, are to be congratulated on their determination, through collective action, to preserve the principle of arbitration.

Members of the Amalgamated Association seem to appreciate, that were it not for their affiliation with the union of their craft, the possibility of arbitrating the dismissal of a fellow-worker would be quite remote.

SPECIAL.

RATE INCREASED FIVE CENTS PER HOUR

Brantford, Ont.—We of Division 685 have our troubles settled at last, thanks to the good work of fourth International Vice-Pres. W. P. Jennings and President P. Walsh, Financial Secretary C. B. Forsyth and Executive Board Member F. S. Vinnal, our agreement committee. We feel our case received fair consideration from the Board, and we succeeded in getting 50¢ per hour, time and one-half for overtime, extra pants with uniform, and some other clauses that will be a big help to us. Our wage increase is retroactive to April 1.

A pleasing event took place Sunday, May 20, when Int. Vice-President W. P. Jennings was made the recipient of a Silver Cigarette Case suitably inscribed, to show our appreciation of his good work. Brother A. Hunt made the presentation speech and to Brother J. Cuddahe fell the honor of presenting the Silver Case. Brother Jennings, taken completely by surprise, made a very suitable reply and thanked the boys for their kindness.

May 24th Brothers F. Vinnal and W. Taylor were delegated to attend the Annual Convention of the Labor Educational Association held in Hamilton, Ont. We understand they had a busy but enjoyable day.

Our commission are behind us in our sporting endeavors this year. We are all pulling for the Local team. John Hill, one of our commission was elected President of the League, which will be known as the Industrial Soft Ball League. Brother Jones is to be commended for his efforts to make it a success. Even Brother Vinnal has fallen in line and is out to help Jones all the time.

Out city fathers believe in using oil on the streets to keep down the dust. We are sliding along very nicely these days, thank you.

Brother Ted Weller is known as the Cy Williams of our Softball aggregation.

We believe that Brother J. Harper is to do the heavy work with the new Welder. Yes, his job will be to pull it along.

We mourn the loss of Brother Jackson. Oh, no, he is not dead but he has left the service.

We are to have an up to date one-man car for the West Brant Route. Digitized by FAIR 685.

OBTAIN FIVE CENTS PER HOUR INCREASE

Hartford, Conn.—Everything is again settled with Division No. 425, as with the other Conn. Consolidated Locals. While we feel that more would have been more satisfactory, we are not crying loud. We got 5¢ per hour increase in wage. A year ago we got 3¢ per hour cut through arbitration. Our boys are willing to place the credit where it belongs. We join in commending our State Conference Board comprised of representatives of all locals the members of which work for this property and of which Brother Frank O'Meara, our business agent, is chairman and our own Executive Board, all of whom did good work. Brother O'Meara fought a good fight and we consider that he won.

We chose our new runs May 27. Some are satisfied with the changes they made. Some went to lines they did not like, expecting to get away from the open summer cars. They have since been installed on those lines, so they didn't escape them. They have now bought some rubber boots and rain-coats to meet the situation.

Our new wage rates are 50¢ per hour for first 3 months men, 53¢ for the next 9 months, and 57¢ thereafter, overtime, time and one-half with 7¢ per hour additional for one-man cars.

A new recruit on an open-car base-ball extra, because the running board was full, refused to collect fares. He said he was not going to take the chance of breaking his neck for any old St. Ry. Co. Of course, he was discharged.

Some of the boys are buying new Fords this year. Brother Joe White has a new Pierce-Arrow? only it says Dodge Bros. on the hubs. Brother Manning has a new sport model Durant and he is more than enjoying the evenings. Don't be jealous, fellows, you can all have one if you do the same as the boys who have them.

Now, that the new contract is signed, don't forget that the regular monthly meetings are held the first Monday in the month at the usual hours, p. m. and eve., and at the same old place. It is your meeting, not theirs, and there is the place to go to tell your trouble and air your pet whims as to what both the men and the Co. should and should not do. So make it a point to allow nothing to interfere with that one afternoon or evening of each month and be there. Yours for a record attendance.

—D. A. B.

STILL ON THE MAP AND GOING STRONG

London, Ont.—Your correspondent was not impressed that our members were taking very much interest in the Division until we held our Mass Meeting on Saturday night, June 9th. Even then, one could not feel satisfied, considering the attendance, which I am sorry to say did not come up to the expectations of the Officers. Surely, one would expect to see a much larger attendance when wages were to be discussed. Some will argue that they are willing to abide by what the meeting decides. Others object to the smoking. Some will have the excuse that they have to work the following day. I am well aware that some have a very good excuse, but one cannot think that half the membership stayed away for any of these excuses. For the benefit of those who were not present, I will say that we had a very good meeting, despite the fact that only about half the members were present.

One cannot consider it very encouraging to the Officers, after they were to the Company, carrying on negotiations in an endeavor to get the members more wages, even if the results of these negotiations were not satisfactory to the members, only that the members would turn out and voice their opinion and show the officers that they appreciate their efforts. It was very plain to see that our president did not feel his efforts had been appreciated. He did not hesitate to say that he was rather disappointed in the attendance, and that he was fully expected to see a great many more turn out. Unfortunately, the Trackmen were working on some special work that night, and they were unable to be there. Brother Leathorn and Brother Simm were the only Trackmen present. The Day Motormen and Conductors and Barnmen were not there in such great numbers as one would expect. As this Meeting was of interest to all, they should have made a special effort to be there. It might be of interest to know that we have some members in this Division who have not attended a Meeting of any kind since our last Mass Meeting in April, 1922. There are others that have not been to a Meeting since they were initiated. That is not very encouraging, as I look at it, and no doubt you will all agree with me. The Executive

Board have tried to get the best results possible when dealing with the Company, and they feel that it is the duty of the members to stand by them in their efforts.

We have settled our wage question for another term. Let us all get together and see if we cannot make our Meetings in future more encouraging to the Officers. Let's show them that we appreciate their efforts in looking after our interests. Those of us who have been with the Company for a number of years can well remember the time when there was no such thing as a Committee going to see the Officials of the Company. That was before we were organized. Since then, we can realize the benefits we have received by being organized. Many can remember the days when one never knew from one day to another, whose turn it was next to go over and see the Superintendent. And in those days, your time was made out when you got over there. What a difference now; many of us have been over to see the Superintendent but we can always expect to get a hearing, and that is more than we could ever expect from the other Superintendents we had before we were organized.

We are still 100 per cent strong, and new members coming in, so, whatever we do, let us stick to our officers and if we have anything to complain about, let us all remember there is a proper place to make these complaints, there is nothing gained by airing them around the Barn, or at the Main Corner. We have a meeting for the daymen once each month, and one for the reliefmen, and that is the place to get these matters thrashed out. We also have a grievance committee who will take up any grievances they are called upon to take up.

We still have a few members on the sick list, and we are hoping they will soon be back on the job. Brother Prowse has returned to work, after a long illness. Brother Pierce is still on the sicklist. The members wish him a speedy recovery. Brother F. Steer is another of our sick members. The last report was that he was making good progress.

Brother Grantham, we are hoping, will have every success in his new undertaking; if you want any Tea, Coffee or Cocoa, he can supply you if you let him know.

Brother J. Newell says he will be back on the job, and bump Brother J. Fleming off his run. Brother Fleming is invited up to see Brother Newell while the good things are in season. Don't let this chance slip by, Brother Fleming.

Brothers H. Dodd and J. Lightfoot are still unable to be with us.

Two of our brothers have joined the matrimonial ranks, Brother S. Ross and Brother B. Miners. Division 741 extends to them hearty congratulations, and that all their troubles will be little ones.

We are pleased to learn that the Stork called on Brother "Happy" James, and left a big bouncing baby. Best of luck, Happy.

By the time this gets in the Journal, we shall know who is the member in the House. If we all do as we should at the Polling Booth, we shall help considerably to put the right man in. Brother Fleming says he is going to vote for J. M. Donahue.

—"BALDY" 741.

MOVING ALONG VERY WELL

San Jos, Cal.—Division No. 265 is moving along very well. With but two exceptions, the car men of San Jose are members of our Local.

We had an increase in our wage rates of 2¢ per hour that became effective May 16. This put our wages back to what they were during the war. The rates are now: For first year serving men, 49¢ per hour; second year, 50¢; third year, 51¢; fourth year and thereafter, 53¢ per hour. Freight and interurban receive 1¢ per hour in addition to those rates and one-man car operators receive 4¢ above the rates given. The one-man car operators receive 53¢ per hour for first year men and 57¢ per hour for those of more than three years in service.

Our company is now building about two miles of connecting tracks.

Brother Frank Spinnelli is selling real estate.

Brother J. W. Treusdell is doing his work as assessor.

Brother Archie Little is piloting a one-manner up and down First St.

Brother E. E. Holmes is yet on the sick list.

Brother Pat Callery is retaining his usual good natured smile.

Brother U. M. Williams yet remains on deck.

Brother Archie Trowbridge holds to his usual good health.

—Div. 265.

THANKS TO THOSE WHO RESPOND

Kingston, N. Y.—Now that we have held our election of officers, let's every member of Division No. 953 get behind our official staff by attending meetings regularly and show our president, Brother J. Davis that we are with him in the successful conduct of our affairs.

Brother Frank Wells, on the sick list for some three weeks is again at work.

Brother M. Mills has resigned from the trolley service and engaged as shipping clerk with the U. S. Lacle Mills.

Brothers E. Winchell and A. Carey recently left the track, thinking their car was run by gas and made for a garage. They got back after learning that rails were necessary.

Brother Joe Morgan prefers selling silk hose to selling trolley rides. We wish him success with the ladies.

Brothers Ed. Dunlap and R. Longtoe recently took a joy ride down Broadway on slippery rails recently. No one was the worse for the ride.

Brother P. Donohue is again on his early run. Moneshine, some think, caused him to prefer daylight.

Brother James Burke has returned from the lumber pile and is again with us.

We are a small local in numbers but we are not small in the true trade union spirit. We are now hopeful of being represented at the Oakland Convention. We fix upon a lottery scheme in which we invited our more numerous sister locals to co-operate. While we are far short of the mark, there is yet time for us to receive encouragement from many of our brothers in this movement. We have supplied other locals with tickets to sell for us, and we wish to thank those who have responded and thank those who have yet to respond, in advance. I hope to be able to report that we will be enabled to be represented, through the kindness of our associate Divisions, and that such report will appear in the next issue of this magazine.

—Nuf. Sed.

FIVE CENTS WAGE INCREASE

Bridgeport, Conn.—Our wage question has finally been settled and we have received an increase of five cents per hour, which makes our scale 64¢ for one-man operation and 57¢ for two-man operation. This maximum is reached on the second year. The working agreement has been accepted by the majority and so must pass.

The boys came up strong to our last meetings as they always do when the money is being discussed. Now, boys, don't drop off again. Keep up the good attendance.

Since Bridgeport is represented in the M. & C., the boys are always waiting for their addition. It is a wonderful magazine as it brings not only news from your own division but from the whole country, coast to coast and a member can get all the news desired about any division he cares to hear about.

It is rumored that the Hon. Jos. Cleary is about to don the harness in double team, although nearing the two-score and ten mark. His honor has considerable pep and an unusually unruffled countenance. The writer thinks that he is too wise to leave his present state of liberty for the more complicated one of matrimony and lose all the accomplishments he now holds vocally and physically.

Denny Hackett is still in the works for the cops. Denny has job beat to a frazzle as far as patience is concerned.

Brother Jubb don't believe in shifting gears. Brother Nick Powers is the Sheikh of the Ash Creek line. He is one of the Tammany Hall boys—a wise old owl.

The stork visited Mrs. and Frank Carr's home and left a young motorman.

Five cents an hour increase is turning some of the brothers' heads. Brothers Joe Flynn and Jimmy Walsh have quit the ivory's and are now taking to golf and for their caddy they have as fine a man as ever stepped off the old sod—big Bill McCarty.

Brother Pat Coan has a new line car.

Brother McGuire was feeling ill of late and was treated by Brother Joe Cleary with the day switching cure. Uncle Joe's cure is wonderful.

Brother Bill Morton is starter at M. & P. It's a tough job in the winter but its all right now, as brother Charlie Johnson always said.

At one time Bridgeport was a one-horse town. It is now a one-man car town, no joke for the horse—I mean the man. In all arguments he sticks up for the conductor and minds his own business at the

same time. Like the one-man car, the token is spreading all over the country. When we grind out the box we get some from Richmond, Va., Washington, D. C.; Hoboken, N. J.; and various other towns.

Brother Bill Freibott moved to Stratford to get fresh air for his baseball team. The town Manager immediately petitioned the Capitol for a CITY charter. Enraged, our brother packed up bag and baggage and brought his seventeen youngsters back to Bridgeport. If we were all like Bill, we could be proud.

Brother Ben George got badly crushed between two cars in the barn and we all hope for his speedy recovery.

A fiver parking at Davis and Savards corner the other day got tired of standing and took a ramble east on Fairfield Ave. with no respect for traffic cops and almost cut Dave Bibbis' toes off, made a bum of Amos Ziebolt and stopped up against a trolley line pole. Brothers Boudine and Dunningan were frightened out of a year's growth and Skid climbed a hill he had just descended.

Our meetings are the first Wednesday of the month at 189 State St. Don't forget it.

STEVE HIMSELF.

OLD STAFF RETAINED

Victoria, B. C.—Division 109 has entered into the last term of 1923 with practically the same officers—President, W. H. Gibson; vice-pres., E. Fox; financial secretary-treasurer, R. A. C. Dewar; recording and corresponding secretary, Jas. Petticrew; conductor, I. Stephens; warden, R. W. Nunn; executive board, Brothers F. Hooper, R. W. Nunn, E. Bukin, J. Cartwright; Trades and Labor delegates, E. Fox, R. W. Nunn, W. D. Campbell, J. Petticrew.

We are pleased to see four of the boys laid off owing to the introduction of the One-man car, E. Parker, C. W. Pettman, W. Young and G. Stuart again with us.

Brother E. B. Bell, on the sick list for a long time owing to an operation, we are very pleased to see back on his run.

Now, to the brothers who have forgotten the date of our meetings, I wish to remind that our meetings are held on the second Tuesday of each month at 10 A. M. and 7 P. M. Come on, boys, and make things lively for us.

The car barn men are up in arms. What is the trouble? When you get scrapping amongst yourselves in the car barn and airing your grievances around there, you are going to be no further ahead. Bring your troubles to the meetings and steps will certainly be taken to have them adjusted. Have one of your comrades appointed to represent you on the executive board. Take your grievances to him. Show him that you mean business and cut out the idea of "I won't pay my \$1.25 next month."

A social committee is to be appointed by the incoming officers, and whoever they may be, we are sure a good time will be in store during the winter months.

Two pool tables have been installed in our waiting rooms, and the extra men are getting to be the greatest sharks of the game. If they do not get a run out of the barn, they are up in the room playing very early in the morning. If you want to know who the greatest fluker is, ask Brother Gaiger. I will be able to play a good game before long. I am being instructed by Brother Bill Guest. Brother Disher has found his way up to the rooms. I hear Brother Jack Phillips is going to get some pointers on the game and is to challenge Brother Gardiner or Fox, for a game. If you want to know who can give the balls the best ride, ask Steve.

—COR. DIV. 109.

REMEMBER NEW BENEDICTS

Montreal, Que.—The boys of William street Power House and St. Denis Sub-Station got together and made presentations to Brothers Pomroy and Cullen who are to be married during the month of June. We all wish them and their brides a Happy, Healthy and Prosperous life together.

Brother J. A. McPhee and his family have left the City and have taken up their residence in the suburbs for their health.

Brother Edgar is on the job again, and the explanation that he gave us about the "brunette" was that we must have been drinking strong Coffee, as the girl was a Blonde; "If the blonde lady had heard about Brother Edgar being with a brunette, we hope that she was not too harsh with him for the error that we made."

—J. J. B. Div. 790.

STREET RAILWAY MEN ARE SALESMEN

Seattle, Wash.—Division 587, one of the strongest organizations in the city is being recognized as such. At a special meeting held May 24th, D. W. Henderson, General Superintendent of Railways, spoke to employees and their families in which kind smiles for the passengers were advocated as one essential toward a better community understanding in discussing "Know Your City" Campaign. The Railway Chief urged co-operation and that is just what the men want, but not all on one side. Trainmen were classed as salesmen which is true. Trainmen are always selling transportation to the public. They are also selling their labor power to the public, for which our business agent has asked the legislative body to grant 16% increase in salary. We feel if the city wants co-operation from the trainmen, they will give this matter their undivided attention and render a favorable verdict.

At our meeting, we had the pleasure of having with us, Mr. M. J. Carrigan of the tourist bureau of the Chamber of Commerce who delivered a very interesting address in which he asked the trainmen and traffic officers of the city to work jointly together in handling the excursionists that pass through the healthiest city in the united states. William Short, president of the State Federation of Labor made an impressive talk.

At the regular meeting held June 7th, after the regular transaction of important business, the meeting was turned into an entertainment beginning with community singing led by Mr. Vivian of the Community service, followed by Violin and Vocal solos after which William Short, president of State Federation, being the principal speaker, again delivered a very interesting discourse to a large assembly of hearers in which he related the importance of being organized. At the conclusion of the address, there were given away, two uniforms and an Elgin watch which went to the trainmen. The local is making arrangements to secure funds to send delegates to the convention that meets in Oakland, Cal., in September. The source through which these funds will be raised will be a picnic given at Leschi Park, July 4th.

—COR. LOCAL 587.

ATTENDANCE AT MEETINGS A FEATURE OF LOYALTY

Atlantic City, N. J.—The course of past events has brought us the resignation of Brother Donaldson from the Executive Board and Recording Secretary, owing to his physical condition. Brother Donaldson has been *E pluribus unum*. We laud him for the discretion he has shown in his work and his methods in dealing with our management; also for that systematic and thorough discipline, which he has urged upon the members of this Local. We regret that he has left the official ranks of the organization. His successor, Brother Magnes, whose service with the company and whose principles of unionism render him worthy, ventures upon the shoals and depths with which Brother Donaldson has been so familiar. We know that he has our hearts and our confidence. Use them with honesty and sincerity and Local 774 shall be ever loyal to you. To the vacancy on the Executive Board, Brother Tilly Mathis has been elected. He is a stern, practical man. He is a staunch defender of our By-Laws and our Constitution and a staid member of our Local. His motto is, *Pestina lente*. He will make a valuable asset to the Executive Board.

Loyalty in your attendance at the meetings of your Local is important. Was it not the loyalty of the members of this Local that was instrumental in securing our new agreement? Yes. And it is by such continued loyalty that every thing shall go well. Every meeting is of supreme importance and you should be there as often as possible. It is the old story of members staying away because everything is well with the Local. Be it well now, I repeat again, everything will not stay well, because there is nothing in this wide world, either human or inanimate that will stay well if it is neglected. Your Local is no exception. Members will give the most ridiculous excuses for staying away, but here is the point that we must consider. Do these important events which keep us from the meeting pay our rents, our building and loan dues? Do they keep our credit good at the various stores? Do they keep us in decent dress and buy our uniforms? Do they keep our families in the needs and comforts of life? Was it not your Local that enabled you in the past to meet the above expenditures with more ease and is it not your Local that now gives your arm the

strength to reach out and secure the above comforts with still more ease? If your Local has not done this for you, then tear your button from your coat and hurl it to the four winds and then give up your position on the cars that you may devote your life exclusively to these important events that keep you from the meetings of your Local. There is only one classification for the member who stays away from the Local's meeting, and he may be justly termed a drone in our hive. He has not the interests of the company at heart. He quite selfishly takes all he can get and is most reluctant to give any of his time to the source from which many of his benefits flows. He is ever ready to tell you that there is no sense in going to the meeting when all is going well and that the officers are paid to be there and that is all that is necessary. But, members, this is not the point. If you take the sunshine and the dew from the flowers they will soon fold their pedicels and die. You, then, fellow-workmen, are the sunshine and the dew to your officers. You must work hand in hand with them. Realize this one point—if the heart of the Local becomes careless and indifferent, so shall the official fiber. The parting words of Brother O'Brien were to the effect that you accept the latest agreement that was drawn up, as a foundation on which this Local shall build and construct for better, but how shall we build when the members do not present themselves at the meeting to aid in the construction. They say that in union there is strength. There is a voice, but how can there be strength in a union whose members carelessly or purposely absent themselves from their meeting? Let us then take on an ideal and let that ideal be loyalty in our attendance at the Local's meetings. Where there is no ideal, there is no development, no progress, no attainment, but man drifts and usually degenerates. Let's then, be our superiors, loyal to our work, loyal to our Local, loyal to our meeting, loyal to our fellow workmen and loyal to ourselves. For, when we lose loyalty for our meeting, there will be nothing worth while living for, as the joy of being organized shall have gone out of life and the right of collective bargaining will ultimately disappear from the face of the earth.

—774.

AWAITING REPLY TO WAGE REQUEST

Mansfield, Ohio.—We of Division No. 389 held a most interesting and well attended meeting in May. Since then we are sitting tight awaiting the Company's reply to our request for 10¢ per hour increase in wages. Officers, Delegates to the C. L. U. and Stand Committees made reports that were well received.

Brother Rufus Hale is yet unable to work on account of his slow recovery from his sore foot.

Brother Joe McMillen is again having trouble with his bum leg.

The summer rush of business is again on and our cars are not yet equal to the traffic.

Our Superintendent and General Manager are again visiting headquarters. We are wondering if it will mean anything good for us.

Brother J. McGinty recently made a trip to Cleveland. He is telling us much of the big buildings and everything.

It's getting near election again here and Labor has many friends among the candidates. Will we elect the right men?

At our late meeting we initiated four applicants to membership.

One of the Pennsylvania shops ex-strike breakers recently got a job on our property. It took him just eight hours to find out that he was not wanted. He probably, now, knows what it means to scab a job.

—389.

OFFICIALS TRANSFERRED

Halifax, N. S.—Superintendent M. C. Smith has been promoted to Manager of the Cape Breton Electric Co., Sydney. Superintendent J. B. Bulley of Sydney has been transferred here to take over the position vacated by Mr. Smith. Both properties are operated by Stone & Webster.

Brother Churchill has received a few weeks leave of absence to visit Boston.

Brother Henderson is organizing a quoit team. A number of the boys are anxious to join.

A fine baby has come to the home of Brother and Mrs. MacPhail.

Brothers Conrod and Canfield have retired from the road to accept positions in the States.

DETROIT DIGEST

Division No. 26 expects to soon be in a position to announce wage rates for the ensuing year. We have been long negotiating, both with the D. U. R. and the Detroit City Railway Commission upon the subject. Applications were made in both instances in March, for increased wages. Upon the D. U. R. properties, members of this local work upon the D. U. R. interurban lines running from Detroit to Toledo, Detroit to Flint, Imlay city, Pontiac, Orchard Lake, Plymouth, Birmingham and Wyandot, also the city lines of Flint and Pontiac. These properties employ about 800 of the members of the local. This year, we have entered a joint agreement upon these properties with Divisions 90, Port Huron and Mt. Clemens; and 111, Ypsilanti and Ann Arbor, Mich. The total membership of the three locals involved aggregate 1200. The Joint Board of the three locals, with the assistance of G. E. B. Member Wm. B. Fitzgerald in negotiations with the officers of the Companies, brought the agreement to a close upon working conditions and the wage adjustment was left up to International President W. D. Mahon to take up with the officials of the Companies. At this writing, it is understood that President Mahon has obtained a settlement upon the wage, subject to approval by a majority of the members. If this wage is approved by a majority of the members of the locals involved, the agreement will be signed. It is believed that the wage submission of President Mahon will be approved. Upon the D. S. R. progress has been a little slow. Conferences failed of accomplishing an increase and the dispute was submitted for arbitration. The local chose Judge E. J. Jeffries as one arbitrator, the City Commission chose Attorney Frank Ramons and those two have been some time attempting to agree upon an award without selecting a third arbitrator. The city seems to be standing

on the ability of the property to pay. However, we expect early results upon this case, as, if the two arbitrators find they cannot agree, a third arbitrator will be immediately chosen.

A vigorous meeting of the local was held at Moose Temple, Detroit, June 30. Business Agent Garrett Burns made a report of the wage cases and also upon the work of the Association Officers. There was evident much unrest over the delay in the finale of the city wage dispute and action was taken calling another meeting to be held Saturday night, July 7.

Death has recently taken from the ranks of Division No. 26, three of her old members—Brothers John Paula, Joe Algoe and George Dennison. They are survived by their widows and children who have our deepest sympathy. Brothers Paula and Algoe were charter members of this local and Brother Dennison was several years a member.

Our Moonlight Excursion of June 26 was a success, financially and socially. Another will be given August 7.

Our regular annual excursion will take place July 25. This year, we expect to meet the members of the Toledo, Ohio local at Sugar Island. —SCRIBE.

HELD BENEFIT DANCE

Shreveport, La.—The members of Division No. 558 gave a dance at the Fair-Grounds Wednesday night, June the 20th, for the purpose of raising their sick benefit fund. Every member did everything he could to make it go. We feel proud of our success. The large spacious pavilion was filled to overflowing, and was well and elaborately lighted with different colored lights dotted here and there over the place. It was the largest gathering here of Street Car men with their wives and daughters that has ever been witnessed. Many members of other crafts with their loved ones were also in attendance. Everybody seemed to enjoy the good dancing and the sweet music. Music was furnished by the Shreveport Shriners Jass Band of eleven instruments. Brother R. L. Blevins, chairman of the committee on arrangements had charge of all proceedings. Brother F. P. Hickey was floor manager. He conducted everything orderly and to the minute. Many of the boys took no active part in the dancing, but enjoyed themselves by talking and seeing.

Brother J. B. Lawson, G. E. B. member, was seen at our dance with a magnificent smile playing over his face as if he had his eyes centered on some good looking lady. We are unable to explain, but it all was very evident that time was passing very pleasantly with the old boy.

J. I. Alexander sold tickets at our dance hall entrance and C. C. Westmoreland took same up, and pinned on each one as they passed, a small U. S.

flag. Brother F. O. Harrison, fatty, as we all call him, who can do more real good laughing than any two or three men, was heard many times at different places over the platform. President H. W. Robertson was all smiles and pronounced the affair just fine. In fact, all expressed themselves as having a delightful time. Many of our passengers, since, have said lots of nice things in regard to the great surprise we gave every body at our dance.

Brother J. R. Hawkins was awarded a nice Auto Strap razor and case for selling the greatest number of tickets. After all expenses were paid, we had net over \$700.00.

Six prizes were given away for the best three couples. The first was won by Mrs. M. Cohen and Mr. W. Heggie, second by Mr. and Mrs. Parrish, third Mr. and Mrs. A. C. Hudson. The judges selected were Sheriff T. R. Hughes, Assessor J. W. A. Jeter and John Howat, business agent of the Carpenters.

The dance closed at 12:25 with that good old "Home Sweet Home" waltz and every body left feeling fine and dandy.

—558.

SEEKING AGREEMENT AMENDMENTS

Windsor, Ont.—Our old agreement expired at the end of June. At the time of writing, our new agreement has been presented to the commission. We are waiting the outcome of the negotiations. We are not exactly asking for an increase this year, but several amendments to which we are sure the manager will agree. They will benefit us greatly. One asks that operators of one-man cars be relieved for lunch for half an hour with pay. Our side of the argument is that the majority of runs on the board are straight and that if operators are given relief they can run in peace, take a wash and clean up, and will continue the run feeling refreshed and enabled to be more courteous to the Travelling Public.

These Border Cities of ours, which comprise Windsor, Walkerville, Sandwich, Ford, Ojibway, and Riversdale are bubbling over with business at present. Of course, dear reader, I do not want to lead you astray. There's lots of work alright, but at the same time there's lots of people here to do it too.

In the little town of Ford, nine million dollars is being spent by Mr. Ford to enlarge his plant. This, I understand, is only a part of a much greater sum he will spend to further enlarge his factories. Our friend from the supplies office at Headquarters took a ride one afternoon with the writer, and he can vouch for all I have said. He was greatly surprised.

"This very, strange how Brother Willie Patrick, manages to sleep in on Saturday mornings. Brother Willie, that is Market day and the ladies require your assistance. Brother Jim Fox gave Willie a heart-breaker the last time he did that on Saturday—a night run on a hand brake car.

A new baby girl made her home with Brother and Mrs. Jim Fox, June 3rd.

Brother and Mrs. G. Broad are also receiving congratulations upon the arrival of a son, June 3rd.

June 3rd is King George V's birthday and Brother Broad says it's a Royal Bushranger, that he got.

Brother Crabe is out of the service through a slight difference of opinion with Mr. Wm. T. Turner who works in the office. Brother Crabe got quite beside himself and threw Mr. "Will" on his ear, hence his departure from our ranks.

Brother V. Sheardown and Russ Reid are catching lots of fish and raising chickens.

Brother Pop Adams is a bear for rules and regulations. He strictly adheres to a new one invented by himself—Any one found running on schedule time on the Walker Rd. division will be fired on the spot.

The sympathy of the Local is extended to Brother Roy Stephens, who lost his baby by death in a street car-auto collision at Sandwich, May 24th, returning from a holiday outing from Essex.

Brother Bulmer has an appetite strong
One meal a day—all day long.

If there's one way, he says, that he'd like to die
It's devouring three hunks of Pineapple pie.

He's worn tracks to the dog wagon; on Ferry St.
Every round trip it's something to eat.
As he enters the Loop he says with a sigh:
"Oh boy, for a piece of Pineapple Pie."

If they ever Prohibit Pineapple Fruit
They'd find Brother "Bul's" appetite hard to suit.
They've took away beer, wines, rock and rye—
Hope they don't take Bulmer's Pineapple pie.

FIVE CENTS INCREASE

Dubuque, Iowa.—The boys of the Key City local seem to have found the way around to the front door and we have been kept busy with special meetings and committee meetings since late in March when a new wage scale was drawn up and presented to the General Management. After much dickering back and forth we finally succeeded in boosting the wage scale. Brother Magnus Sinclair deserves favorable comment for the quick manner in which he helped to settle what at first appeared to be a hopeless argument. The Company succeeded in getting an ordinance through the City Council permitting the use of one-man cars and every one is waiting for their initial appearance.

With a change in management we find ourselves very fortunate in having as the successor to our former manager, Mr. T. T. Parker, who has given every promise of being a man that will live up to the expectations of Mr. Sinclair, who, in addressing the meeting stated that Mr. Parker was as fine a man as he had met in many months. We have however, in our midst, a few radicals of the Bolshevik type who are hungry, always hungry and will die hungry for work. Some who are not satisfied with fourteen hours per day want to bring their beds with them and sleep at the barns.

The new wage scale retroactive to May 1st, 1923, is 40¢ per hour for first year men, 44¢ per hour for second year men, 49¢ per hour thereafter with an additional 5¢ per hour for one-man operators. This is an increase of 5¢ per hour for new men and 4¢ per hour for the veterans, and 9¢ for one-man operators.

Brother Moon is going to start to night school to endeavor to learn how to figure out why it is that when we get a 33 and 1/3% increase it only amounts to 25% decrease when deducted.

Just then Brother John Ruh woke up and asked if we knew that we were going to have one-man cars here "pretty soon" if not sooner. However, let's say "here's luck and good wishes to our new boss. May he live long and prosper." —Cor.

THANKS TO PATRONS

New Brunswick, N. J.—Brothers of local 824 haven't been turning out very strong of late. At our last two meetings, President Joseph Egan had the preliminary agreement on hand to read but a few were on hand to hear it. Come, brothers, come out these nice evenings and see what's going on. It is your business institution.

We won't leave Brother John Boyle out. He has been a very good worker for local 824, New Brunswick. We chanced off an Essex touring car May the 29. Tickets were out about two months and Brother Boyle sold over 200 books of tickets at 25¢ each and won first prize of \$50.00 in gold. Brother Boyle is going to Asbury Park on his vacation this summer to spend some of his money. Brother Henry Dupars was second in line selling 30 books of tickets. He was out to show the people of New Brunswick that there is a good strong Brotherhood in the city. Brother Conley of the Perth Amboy car house, was first in line there, selling over 60 books. Brother Connelly is thinking of becoming an auto salesman. Brother Casgrove sold over 50 books. He is going to Atlantic City on his vacation.

Local 824 extends thanks to our many friends who patronized us, for our Essex turing car event. —824.

GOLD COAST INVITATION

Oakland, Cal.—Latest advise is that Local Division of the Amalgamated Association are formulating plans to send their delegates to the 18th Convention, which will convene in this city September 10. We are doing everything possible to encourage the attendance of a large delegation. By postal and personal emissaries word is being sent to every Division in the U. S. and Canada, inviting attendance and promising a real Western Welcome. You need not be a stranger in a strange land here. While our customs may differ from those in other places, we always move on two feet seeking a center of gravity.

Beyond all that comes of effort and knowledge, to make your visit a never-to-be-forgotten pleasure is the spontaneous fountain of grace that springs from the depths of a beautiful and harmonious nature, the brotherhood of our membership, which links together the ice-bound mountains of Canada and the southern sun-scorched prairies of the U. S. We esteem the value of men and races who have seen fit to unite

with and identify themselves of this great movement and who will further cement the bonds of unity at the 18th Convention.

It is not our purpose to beguile you with tales of Arabia since you well know we are not of Royal birth but that need not prevent us giving you a royal welcome.

After crossing the desert region and skirting the impregnable forest, the early rising sun will greet you with kind wishes and beckon a welcome to the most wonderful state in the Union. Within its boundaries a people, humorous, mirthful, will be found famous for their hospitality. It would be in bad taste for us to be content at supplying machine made writing in extending this welcome to the Convention. We want you here to participate in our congenial, whole-heartedness, sensitively pulsating from the inner heart of brotherhood, grown to throb in unison peculiar to the wonder enchantment of the sublime nature fragrance of this land so specially favored of all lands, garlanded, oakland, golden California. Come. Come to Oakland. Attend your 18th Conventions.

R. E. GRASS, Cor. Div. No. 192.

RECEIVED TEN PER CENT WAGE INCREASE

Allentown, Pa.—We were granted a 10% increase dated back from May 16th, which was highly appreciated by our men. We were assisted by International officer Shea in receiving the same and wish to thank him for his work.

During the past few months our local has held a few Smokers and Card Parties, which were greatly patronized by the public and met with great success.

We all felt sorry for Brother Smith when he happened to loose his vandike or more commonly known as a mustache, in one of the strong winds that swept over the east in early spring.

At our last change of board, Pats picked the Nazareth Limited to keep in close touch with high speed as we all know him when he goes out with his six cylinder Indian.

Brother Frank McCrea is very much improved after spending the winter months in Florida.

Brother Rothrock laid up nearly all winter is back on the job with his usual grip.

Brother McCafferty is still on the sick list.

Brothers Voth, Ritter and Kresge have resigned. We were sorry to loose them, but we have regained several times their number by new members, as they are coming in fast.

Don't forget regular meeting days. —Cor 956.

ESTEEMED EXECUTIVE DIES

Lewiston, Me.—Brother E. B. Packard, our president, died very suddenly at his home on Wednesday, June 20. It was a great shock to all the members. While we knew his health was not good, his death was not expected. He was a man loyal to both officials and men and always tried to be just to everybody. A genial, upright, kindly man, he will be long remembered by the members of this Division.

Brother Chas. Finley, our financial secretary, has resigned to accept a position with the government. It is with great regret we see him go.

We notice Brother McKenna is very attentive to the young ladies on his car.

Brother Chas. Mason is laid up with a broken ankle.

Brothers Kennison and Davidson were seen one night recently counting ties in the woods by Tacoma lake.

Brother Footman is a great lover of crackers and according to reports, ate 1 barrel in one hour at Tacoma.

Not being accustomed to rich food, several of the brothers were made ill at a shore dinner at Tacoma.

Brother Pelletier has removed the overcoats from his tomatoes and put on rain coats. —Div. 721.

TEMPERATURE REACHES HIGH WATER MARK

Decatur, Ill.—It has been very hot here for some time past. The temperature frequently climbs to 103 or about that degree. We then either speed up, or seek the shade. It gets to high water mark.

Brother George Robinson is again on the job after an illness of some three weeks.

July 1 we had a new assignment of runs. Brother Lee Purlillar still holds the Pythian Home run.

Brother W. J. Quin is organizing a boat club among our men. There will be about 25 men in the club. They will build a boat house and buy a motor boat. Each man will have his day to use the boat.

OFFICERS A LITTLE SHY

Peterboro, Ont.—The regular meeting of Division 622 was held June 10. A very light attendance was present. Heat was one reason and another was that half of the staff have to work on Sunday. We had our meeting in the hall, as the caretaker was sick and unable to get into the Main building. About half of the officers were present. Some of them are a little shy not to come too regularly. The President Rec. Secretary and Treasurer were on the job and a great deal of business was transacted.

The one-man cars are in great danger on Charlotte street, for the "Ford cars" are going to load them up some day and take them out of the city.

Brother McGrath is not getting to ball games as regularly as he did last summer.

Brother H. Strong is all ready for holidays which will commence July 1. He is taking his family on a motor trip, over to the United States.

Brother A. O'Brien has secured a good position at Windsor.

Brother Gibson and Keating are going strong on the coca cola trips.

Brother Whitworth thinks it mean to nick name anybody, when placing his signature in the book as being late.

Brother Smith says after every election the power is always shut off for a short time. That is so the shock won't kill.

Brother Donley is to be busy some of these days, moving into his new home.

Brothers Shea and Meredith say they lost their votes with a good will. They voted alright.

Brother Gilmour seems to always have hard luck on his long day. Cheer up Fred.

—622.

WILL ELECT CONVENTION DELEGATE

St. Joseph, Mo.—Division No. 847 is running smoothly and the members are preparing for their nomination for delegate to be sent to the next convention of the Association to be opened September 10, in Oakland. The nomination for delegate will be held July 24th and the Election August 14th. A lively contest is expected.

At our last meeting this local voted to assist the Central Labor Council in furnishing their new home located at 5th and Edmond Streets. This local was the first to give a handsome donation and other locals of this city are following our example. The old Labor Temple was recently destroyed by fire. This Labor Temple will compare most favorably with any Labor Temple in the Middle west.

On May 28th the mother of Brother R. E. Hochstedler passed away and on May 29th the father of Brothers F. P. and S. E. Kirschner also passed away. Those three brothers have the heartfelt sympathy of this Division.

Brother Gulley who recently underwent a serious operation is improving.

Brother Pat Shields who recently broke in as a motorman made a great hit with the passengers in the way he handled his car. Pat has developed into a real motorman. He handles his car so smoothly that the passengers are wondering if it has rubber tires.

—847.

STRIKES CURTAIL SERVICE

Brockton, Mass.—Division No. 235 is at this writing, in a very poor condition in regard to work. Curtailing of service is strong here, owing to the fact that all the Shoeworkers are out on strike, also the Telephone and B. P. M. Cars to surrounding towns and cities that were giving half-hour time service are now giving hourly service. This, of course makes it hard on the blue uniform men as a number are idle. We are also waiting for the decision of the wage increase. However, we are behind those on strike. They are now bearing the brunt of labor's battle for us as well as themselves.

Some of the boys are asking leave of absence for a vacation but the majority are obliged to take a vacation whether they want it or not.

It is now two months since Brother Guy got hitched and he still has the same old smile. Settled down in Campello so they could not disturb him in the wee small hours. You are a Wise "Guy."

So the Company turned the safe around in the Lobby Office so they can be sure that the Brothers get a square deal. About time they got a square deal.

Whoever the Carman that started for Nantasket one Saturday night after his work was done,

was trying to steal the car with one hand and in some way took the wrong road and the first thing he knew he was in the town of Reading. Something on your mind, old top, beside railroading. Guess there were no United States Signals that night. And the joke: She was red-headed.

Brother Samuelson is a good salesman—For a quarter he will give you a box of pansies or a dozen tomato plants. Booming Campello.

—235.

FORMER PRESIDENT BECOMES INSPECTOR

Honolulu, T. H.—Division No. 942 at the last regular meeting nominated candidates for the coming election. The meeting was well attended and the work carried on nicely.

The new rerouting system which our company recently put into effect is doing well. During the rush hours the crowds are much more easily handled and the service is great, especially on our King St. line.

Inspector H. Jackson was called from this world in the early part of this year. He had been in the employ of this company for a number of years as a motorman and then as Inspector. He left a wife and three children and many friends to mourn his loss.

Brother J. R. Souza must have eaten a little too much spaghetti before retiring. It is rumored that he dreamt that he and Brother H. L. Dobson were riding a beautiful gandola in Venice. The two happen to be candidates running for president of this local.

Former President A. B. Martin is now wearing an extra high collar and a new shining badge with large letters, it reads "INSPECTOR."

Brother H. Bremhkemp had his soup-strainer shaved off recently.

Kind words and deeds will never die in local No. 942. If you don't believe it, ask Brother P. Tosh.

—942.



BROTHER A. L. RICHARD

M. & C. Correspondent for Division No. 194
New Orleans, La.

R. R. LABOR BOARD CENSURE REVEALS COMPANY "UNION" FAKE

Like a toy balloon punctured with a charge of buckshot, the company "union" of the Pennsylvania railroad flattens out before the public censure of the railroad labor board.

The board says that the company's dictation whom employees shall select as representatives is "indefensible."

The censure is the result of an order that the railroad management shall permit shop men to vote for representatives without company dictation.

In that order, issued July 21, 1921, the board was so neutral it leaned backward and clearly indicated that its decision must not be construed as favoring trade unionism.

The board included a sample ballot in its decision. This ballot was designed to permit shop men to vote for the bona fide shop men's unions, or for a secession movement of railroad workers, or "for any other organization," or even for any individual.

Under this ballot the workers could even vote for representatives of the company "union" if they so desired.

The only thing the board insisted on was that the workers should be free from company coercion or influence, and that the company should take no part in the proceedings.

This was unsatisfactory to the railroad, as it would take control of the election out of its hands.

The railroad wants the sole right to name its employees' representatives, and it ignored the board's order that a new election be held.

Now, after nearly two years in the federal courts and in negotiating with the company, the labor board has finally issued its censure.

The company is reproved not because it failed to recognize a trade union but because it refused to permit employees to choose representatives that the company has not first selected.

What other proof is necessary to convince workers that the company "union" or so-called "employee representation" is an anti-union device; that it is intended to supersede collective bargaining?

If workers are not permitted to select their own representatives, when wages and working conditions are to be negotiated, what is the difference between them and underlings?

If the employer nominates the workers' representatives, as well as the company's, who sets wages and working conditions? What effective part does the employee take in these negotiations?

It is not possible to make a clearer illustration of the difference between trade unionism and the bosses' system.

Neither is it necessary to present one other reason why the Pennsylvania and its kind establish their hand-picked "union" to fight organized labor.

This opposition to trade unionism can be explained in one sentence—the company

"union" can be controlled and the trade union can not.

It is too much to expect that the Pennsylvania will abandon its fake "union."

A public censure has the same effect on one of these corporations as a dash of water against an image of brass.

Industrial autocracy never yields voluntarily and those who would control the lives of workers are not easily discouraged.

The entire proceedings reveal the helplessness of a government board in attempting to deal with feudal barons.

Organizations of labor is the one power that can force justice from stiffnecks of the Pennsylvania type.

If the shop men on this railroad would brave the army of spies, and organize, they will soon bring these industrial sheiks to a sense of justice.

Power is the one and only argument they will listen to.

That they look upon organized labor as a challenge to their autocracy is indicated by their efforts to find a substitute for the trade union movement.—Federation News Service.

SENATOR BROOKHART VISITS EUROPEAN CO-OPERATORS

Agricultural co-operatives are rapidly becoming an outstanding issue the world over, says United States Senator Smith W. Brookhart, according to the All American Co-operative Commission after a tour through England, Scotland, France, Denmark and Germany. He hails the principle of co-operation as the "one international movement which is healthy that has survived the war and now is sprouting like an Iowa sunflower."

"Every land I have visited in Europe has a farm bloc like America's that is demanding recognition," says Senator Brookhart. "The Danes certainly set a pace for the civilized world. There the farmers work, co-operate and promise soon to become the strongest political party. In France the peasants are making speedy headway, while England is hastening to apply the system to agriculture. I am really convinced that Europe is stirred the same way as America, and that America can learn much about organization particularly from Denmark and Germany."

That American farmers must adopt co-operation in order to keep pace with their European comrades is the Senator's conclusion. He cites Denmark as proof that if American farmers and laborers get the necessary legislation and establish credits, they automatically will defeat the trusts. Instead of depositing their money with banking corporations, which control their interests and work against them, they will pool their resources for the promotion of their own welfare, he says.

"The Danes laugh at me when I tell them we ship Iowa pigs to Chicago and then pay transportation back in order to buy meat for our own consumption. If we had a co-operative system like Denmark's, the Chicago trusts would quickly be

strangled to death. The trusts cannot function without live stock, and if we organize and butcher our own stock, they will be through, and our people will have cheaper meat than under the present system."

Senator Brookhart is one of the outstanding public men standing on guard for the farmers of the country against the exploitations of the trusts, and constantly lending his great influence to furthering the progress of the co-operative movement.

SUPREME COURT ON KANSAS INDUSTRIAL RELATIONS ACT

Commenting on the decision of the Supreme Court in the case of the Kansas Court of Industrial Relations Act, President Samuel Gompers of the American Federation of Labor said:

"Labor maintained at the outset that the Kansas law was in violation of the constitution, because it imposed compulsory labor. In spite of the propaganda of a host of self-appointed evangelists of 'industrial peace' who saw in the Kansas law either an end to Labor's struggle upward or a Utopia established by law, Labor maintained its position as the one great force in the country holding fast to the tenets of democracy and the truth that is in the constitution. On this point the reasoning of the court fully sustains labor. Kansas once again is headed toward freedom. Governor Allen, who has just returned from Europe, will be sorely disappointed, but except for some corporations, he will be almost alone in his sorrow.

"While the decision of the Supreme Court applies only to a limited extent, it will, nevertheless, serve to so restrict the activities and work of the Kansas Court as to make that court practically inoperative.

"It is not easy to know exactly what is in the mind of the Supreme Court in connection with this decision and perhaps the Supreme Court does not intend that it shall be easy. Quite clearly, however, the doctrine of laissez faire is to govern industrial relations over at least a portion of the field.

"There is to be neither price-fixing nor wage-fixing in connection with the butcher, the baker, the tailor, the woodchopper, the mining operator or the miner. We are left to wonder what is to be the case with other industries.

"We learn from the decision that one does not devote property or business to the public use or clothe it with public interest merely because one makes commodities for and sells to the public in the common callings of which those above mentioned are instances."

"If it is permissible to regard the reasoning of the Court as an indication of a tendency to lift the hand of politics and political influence from the industrial world we may express some measure of satisfaction. However, it is difficult to divorce this most recent opinion from the opinion in the child labor case after which there is no other conclusion to be reached except that

anything is within the realm of possibilities where Supreme Court decisions are concerned.

"The public may expect anything, and if there is a progressive result occasionally it is quite as likely to be by accident as by design.

"I wonder whether Governor Allen would now care to resume the debate we had on the Kansas Court."

MILLION AND A HALF DEPOSITED IN NEW LABOR BANK

Housed in the handsome bank building formerly occupied by the Federal Land Bank, located in the heart of the business district of St. Louis, the Telegraphers National Co-operative Bank has opened for business. In six hours deposits of more than \$1,500,000 passed through the receiving tellers' windows to start the new co-operative labor bank on its auspicious career.

Like the other labor banks now scattered throughout the country, fifty-one per cent of the capital stock of \$500,000 is held by the Order of Railway Telegraphers, as an organization, and the balance is held by individual members of the Order. All profits will be shared with depositors, not over 10% going to the shareholders in any event.

Eminent public men and labor leaders attended the opening of the Bank, which occurred on the thirty-seventh anniversary of the founding of the Order. The Governor of Missouri and the Mayor of St. Louis were present to commend the Order in its ambitious program of credit control, and both executives boasted of being among the first depositors of the Bank. In his speech before the large audience, Grand Chief Warren S. Stone of the Brotherhood of Locomotive Engineers and a pioneer in the labor co-operative banking movement said, "I believe that such institutions as co-operative banks and other co-operative enterprises will in time revolutionize the social and economic world, and I predict that many of those present on this occasion will live to see a chain of such institutions across the United States."

With this auspicious beginning, the co-operative bank of the Order of Railway Telegraphers promises to take its place quickly beside the other notable co-operative banking institutions established and managed by organized labor. They form the stepping stones for labor in its rise from economic bondage to its rightful place as controller of the wealth of its own creation. —All American Co-operative Commission.

Stand not aloof nor apart,
Plunge in the thick of the fight;
There, in the street and the mart,
That is the place to do right.
Not in some cloister or cave,
Not in some kingdom above,
Here, on this side of the grave,
Here, should be labor and love.

—ELLA WHEELER WILCOX.

STEEL BARONS USE 12-HOUR DAY FOR IMMIGRATION PROPAGANDA

The nation's steel employers will not abolish the 12-hour day. They say congress has stopped immigration, and they can not find 60,000 additional workers if the three-shift system is adopted.

☛ This is propaganda for free immigration. With its present force the steel industry is producing ingots at the rate of 50,000,000 tons a year. This is the highest figure ever attained and smashes all previous records.

No one claims that the market can continue to absorb this terrific output for an indefinite period, and yet the steel barons would use the universal protest against their 12-hour day to open the flood gates of southeastern Europe that working standards may be lowered.

Even were these employers correct in their claim, their plea is an indictment of their boasted capacity and ingenuity.

Let them read "Waste in Industry," by a committee of 15 engineers appointed in 1921 by Herbert Hoover. This committee lists the astounding loss of life and property that employers are responsible for.

Millions upon millions of dollars are lost, as are millions upon millions of work days because of preventable causes.

The steel industry contributes to these losses and yet steel employers announce that one of the reasons why they retain the 12-hour day is because they would be short 60,000 workers.

As exploiters of human beings, the steel barons are past masters, but they have no talent or capability to conserve life.

They make no suggestion that lives be saved or that new systems be evolved in their mills to meet present-day social requirements.

Instead, the demand for an end of their inhuman 12-hour day is capitalized by them to secure more cheap labor that present low working standards may be reduced.

This flinty plea for immigrants who would make conditions worse is typically Steel. It comes from industrial autocrats who are interlocked with ore mines, coke ovens, blast furnaces, and other industries that resist the eight-hour day.

The keystone to this resistance is Steel. If Steel abandons the long workday, the entire long work day structure collapses. Then these workers would have time to think of other things than sleep and rest.

The need for 60,000 does not exist. A short time ago there were 6,000,000 unemployed in this country, but the 12-hour day continued.

If steel barons did not have their present excuse they would invent another.

Logic is not expected from employers who say it "is perhaps questionable" that 12-hour employes devote less time to their families than employes working shorter hours.

When men reject a physical impossibility like the above, they are lost to reason and argument.

The worker, in their infernos is but a commodity, a thing that should think and act automatically, as water flows when the faucet is turned, or light comes when the electric button is pushed.

There is but one answer to these steel barons—the weather-beaten, storm-tossed trade union that is invincible when 100 per cent organized.

Public opinion is flaunted and the president of the United States is ignored by industrial kings, who must eventually bend their stiff necks before the unity of labor and an increasing social conscience.

If steel employes—or any other workers—believe there is compassion or humanity in Steel, or that these autocrats will listen to reason, let them read their report.

The steel barons clearly indicate that they will not abandon the 12-hour day until they are compelled to.

Agitate! Educate! Organize!

—A. F. of L. Weekly News Service.

MINE WORKERS WARN OF DUALISM

The International Executive Board views with great concern the activities of certain sinister individuals who, in various sections and under divers circumstances, are obviously attempting to create discord and confusion within the United Mine Workers.

We have witnessed the formation and temporary existence of the "Working Class Union" in the Southwestern coal fields and the trail of confusion and trouble which it left in its wake; we have witnessed the organization of the "One Big Union" in the Northwestern provinces of Canada and its later annihilation by the diligent efforts of the loyal trade unionists in the mining industry of those fields; we have observed the almost continuous activities of the birds of passage, who for years past have sown broadcast the malignant germs of industrial hatred which have marked the history of the "Industrial Workers of the World;" we have in comparatively recent times been obliged to openly oppose and strike down the propaganda of the "Red Trade Union International of Moscow," which openly reared its serpent head in the ranks of the organization in the maritime provinces of Canada.

All of these organizations, drawing to themselves the worst elements in industrial America, were dual organizations to the United Mine Workers, having for their purpose; first, the control, and later, the destruction of our trade union organization, committed as it is to the principles of collective bargaining and the perpetuity of established governmental institutions.

With the lapse of time evidence has appeared to definitely indicate a visible bond of affinity between these several aggregations of malcontents. Various individuals active in one of these so-called organizations and driven by the extremity of circumstance to other fields have appeared as the proponents of others of the above named dual movements. A common inspiration and a common objective unite them, and

it has at various times required great diligence to combat their intrigue and render futile their machinations.

The material accomplishments of the United Mine Workers, committed as it is to recognized trade union principles, commend it as an organization to the minds of thoughtful men, and its marvelous growth and expansion in influence is a tribute to its founders and its members who have governed and regulated its affairs.

In virtue of these facts, it is, therefore, entirely proper that the United Mine Workers should give attention to the latest of the adversaries which has issued a challenge to its integrity. This band of self-styled industrial crusaders have classified themselves under the high sounding title of the "Progressive International Committee of the United Mine Workers of America." These men, without warrant for their acts, have undertaken from time to time to meet in secret conclave and there, amid the enthusiasm which always prevails in the adoption of resolutions, have highly resolved to assume control of the United Mine Workers and thenceforth direct its affairs along lines conceived by their deranged mental faculties.

Crowding for position in the front ranks of these doughty warriors appear many faces known of yore as enemies of the American Federation of Labor and its allied international unions.

At a recent conference held in Pittsburgh, Pa., assembled under call from this aggregation, appeared William Z. Foster, the moving spirit and counselor of the "Trades Union Educational League," known and recognized as an adjunct of the Communist Party in America. From the prolific mind and the facile pen of Foster came the various resolutions antagonistic to the United Mine Workers and the American labor movement which were adopted at the Pittsburgh meeting of these irreconcilables. Associated with this group was also one Merrick, for some time an inmate of a penitentiary in the State of Pennsylvania. Listed among the faithful is the name of Caleb Harrison, for many years an organizer of the Industrial Workers of the World; J. A. Hamilton, a renegade school teacher without trade union affiliations; Jos. Manley, son-in-law of Foster, and many others of their ilk. These individuals, with ample funds coming through Communist channels from foreign shores, are undertaking a campaign of vilification and misrepresentation of reputable leaders of the organization and the established tribunals of the union for the purpose of undermining the confidence of its members and setting up their own dictatorship within its ranks.

In consideration of these facts, the International Executive Board feels warranted in warning the members of the United Mine Workers and other trade unions in the organized labor movement against giving aid or comfort in any form to the promoters of this dual union. The Constitution of the United Mine Workers definitely classifies such organizations as the Progressive International Committee as being dual in pur-

pose, and membership in dual organizations is expressly prohibited.

The International Executive Board through the adoption and issuance of this authoritative document definitely places the so-called Progressive International Committee as being within the scope of the constitutional provisions of the United Mine Workers with respect to dual unions. Instruction is hereby given to the officers of all subordinate districts of the United Mine Workers and to the officers and membership of all affiliated local unions to apply the provisions of the International Constitution to all members affiliated with this dual movement or giving aid and comfort thereto. Charges should be filed against such members and trials legally held in conformity with the provisions of the International Constitution governing such matters.

The United Mine Workers of America must purge itself of its secret enemies who draw substance from its bosom, as well as contest with its avowed enemies who openly prate of its future destruction. Our officers and our membership must awaken to a proper appreciation of this sordid industrial menace and loyalty to our laws and support to our ideals must be given by all.

Adopted by the International Executive Board at Indianapolis, Indiana, June 20, 1923.

JOHN L. LEWIS, President.

J. PHILIP MURRAY, Vice-Pres.

WM. GREEN, Sec.-Treasurer.,

United Mine Workers of America.

TABLOID OF INTERNATIONAL LABOR NEWS

by Federal Department of Labor

FRANCE: French Liners Delayed.—Walk-outs and strikes on the part of the crews of several French liners delayed recent May sailings between Havre and New York. In one instance it is said, that members of a crew were angered because the wages of several seamen were garnisheed to pay to French income tax.

GERMANY: Saxon Labor Market.—Short hours and partial shut-downs, reported from all parts of the country, are resulting in an increase in the number of applicants for positions, and Saxon labor conditions are assuming, more and more, the character of a crisis.

ITALY: Modifications in Labor Law.—In order to give full effect to the agreements adopted in 1919 by the International Conference of Labor at Washington, certain rules as to the working hours of women and children have been recently fixed by royal decree-law, an important provision of which is the forbidding of night labor by women of any age.

Arthur H. Dranghon, a member of Lodge 252 of the Machinists Union was recently elected mayor of Vallejo, Calif. He defeated the former mayor who ran as an avowed open shop employer and advocate.

BETTER SHOES BY MAIL

Guaranteed Quality and Fit

SEND ONLY \$1.00 WITH YOUR ORDER

If Thoroughly Pleased Send \$1 to \$1.25 a Month

If not thoroughly satisfied you merely return and we guarantee to refund your dollar also cost of return postage. We don't wish you to pay cash as we would like to have you experience our monthly payment system. It enables the man with an average income to buy the better quality which he knows is real economy in the end. We carry the finest men's and boys' clothing, furnishings and shoes and we will send our free catalog on request or with any order. Six months to pay on every article we sell.

Square French Toe Oxford

Most popular of latest square toe models, both for comfort & dress. 4 rows of stitching and neatly pinked vamp and tip. Cordovan shade soft uppers and single oak sole Goodyear welt-sewed. A shoe to be proud of. "Wing-foot" rubber heels. **\$5.45**

Sizes 6 to 11, No. 8110,

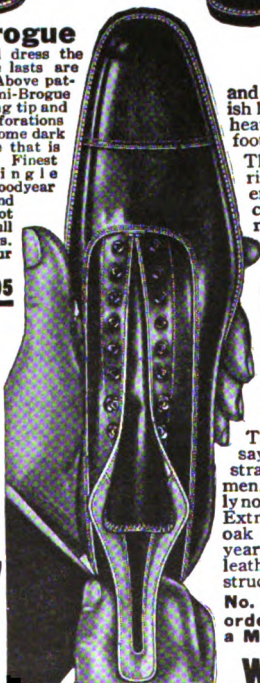


8310

Semi-Brogue

For comfort and dress the new square toe lasts are most popular. Above pattern in the Semi-Brogue with the full wing tip and very delicate perforations comes in a handsome dark cordovan shade that is most in demand. Finest workmanship, single heavy oak soles Goodyear Welt sewed and Goodyear Wingfoot rubber heels. Full leather trimmings. \$1 to \$2 below your dealer's prices. Sizes 6 to 12, No. 8310 **\$5.95**

Our Idea:
"One Good Pair is Better Than Two 'Cheap' Pairs and Less Costly in the Long Run"



Genuine Kangaroo Imported from Australia

The finest upper leather for dress shoes. Finer and softer than kid. Tough as hickory. Takes a polish like patent leather. Never scuffs or peels. Finest heavy single oak sole Goodyear welt-sewed. "Wing-foot" rubber heels. Full leather trimmings.

The Admiral "solid comfort" last shown on the right we consider the finest foot-fitting last ever produced. We guarantee both wonderful comfort and dressy appearance. The kangaroo leather in this last we have sold to thousands of men who could hardly believe that we offered the genuine article at this low price. Such shoes are generally sold in exclusive boot shops at \$12.00 to \$18.00 a pair. Let us prove what a wonderful dress and comfortable shoe the kangaroo is. We only ask the privilege of sending a pair. Sizes 6 to 11.

No. 8410 — Admiral. Only \$1 with order. Balance **\$7.45**
\$1.25 a Month.....

The Banker last to the left you will say is rightly named for it's the famous straight last of bankers and business men. Plain fine stitching with absolutely no perforation or fanciness. Dignified. Extremely dressy looking. Finest single oak sole Goodyear welt-sewed. Goodyear "Wingfoot" rubber heels. Genuine leather trimmings and finest shoe construction throughout. Sizes 6 to 11.

No. 8210 — Banker. Only \$1 with order. Balance **\$1.25** **\$7.45**
a Month.....

WE GUARANTEE FIT

Send us your exact size if you know it. If not, send an outline of your stocking foot drawn on a piece of paper by tracing a pencil around the stocking foot. This assures you a perfect fit. Our ironclad guarantee is backed by 15 years successful merchandising of quality clothing for men and boys. Every article must give you satisfactory service or we agree to replace free or make any reasonable adjustment any fair minded man will ask. Order on approval — today.



8410

Full Brogue

A very handsome full Brogue pattern with full Brogue perforation, pinked tip and vamp in a beautiful dark brown shade of fine quality calfskin. An oxford generally retailing at \$8.00. Single heavy oak soles Goodyear Welt sewed, Goodyear "Wingfoot" rubber heels, fine leather trimmings—a shoe to please the man who demands quality footwear. Sizes from 6 to 11. No. 8410 **\$6.45**

Don't Delay Send Today
You Have Six Months to Pay
Also FREE Catalogue of Men's Finest Suits, Furnishings.

THE CLEMENT COMPANY,
1550 Indiana Ave., Chicago, Illinois

Gentlemen—Enclosed find \$1.00 as first payment for which please send me a pair of shoes as noted below. If shoes are as you say, I agree to send \$1.25 each month until paid for — otherwise I will return in 48 hours, you to refund my \$1.00 and return postage.

Style No. Size Leather

Name

Address

Employed by Get your name on our big list of satisfied customers and receive immediately our Big Money Saving Catalog of men's and boys' clothing — just off the press. Start right now to save money on quality wearing apparel.

The Clement Company
1550 INDIANA AVE. - CHICAGO, ILL.

McPARLAND IS DEAD **Typo Head Mourned**

John P. McParland, president of the International Typographical union, died in Indianapolis on June 16 of heart disease, caused by influenza.

Mr. McParland became ill at Binghampton, N. Y., on May 2. After apparently recovering, he entered a sanatorium at Martinsville, where a relapse occurred. He was then brought to Indianapolis.

The deceased was born in Australia, and joined the Typographical union at Newcastle, New South Wales. He deposited his New South Wales union card in New York city in 1888 and later traveled through the eastern and middle west portion of the country. In 1908 he revisited Australia and worked in England on his return trip to his adopted country.

He was serving his second term as president of the I. T. U., being elected the first time in 1920, when he succeeded the late Marsden G. Scott.

The remains were interred at Grand Rapids, Mich., the home of his son. The funeral services were attended by a large number of trade unionists, including representatives of international unions and locals of the I. T. U. The American Federation of Labor was represented by Secretary Frank Morrison.

The offices of the I. T. U. in Indianapolis were deluged with messages of sympathy at the passing of the printers' executive. One of the first was from President Gompers.

Charles P. Howard, Detroit, first vice-president, becomes president of the I. T. U. and the executive council will select a new first vice-president.

An electric railway of about 250 miles, with equipment, and including five city lines, all of an actual value of about nine millions of dollars was recently sold under a bond sale for five millions of dollars. The bonded indebtedness was \$12,500,000. Bond holders get 40¢ on the dollar. Stock holders get nothing. Is there any significance in railway management and financing in that?

Investment anxieties! There are none
when you purchase
TREASURY SAVINGS CERTIFICATES
the "worry-proof" securities issued
by Uncle Sam.
Your Postmaster sells them in denomina-
tions of \$25, \$100 and \$1000, which
cost you \$20.50, \$82, and \$820, re-
spectively.
The SAFETY of these Certificates is guar-
anteed by your Government.
Stop at the Post Office and buy one today!

United States Government Savings System
Second Federal Reserve District
97 Maiden Lane—New York City

Maintain the working conditions of yourself and fellows by purchasing only union-labelled goods.

JUVENILE MIGRATION.

A scheme for the migration of British boys between the ages of 14 and 18 to Australia as farm workers has been inaugurated by the British Ministry of Labor, according to information received by the International Labour Office. Applicants under this scheme present themselves at an employment exchange and are interviewed by the Juvenile Employment Committee, the applicants being approved and sent on to the Australian authorities in London with whom the final choice rests. It is intended to establish British boys mainly in Queensland and South Australia and it is anticipated that 500 boys will be sent out every month as soon as the scheme is in definite working order. One-third of the passage money will be paid by the British and Australian authorities, the boys being liable to pay the remainder. The boys will receive wages at first varying from ten to twenty shillings a week. Approximately one-third of this will be given to the boys immediately and the balance will be kept by the state in the form of a fund from which payment will be made for clothing and other necessities, including any liability for passage money. After their term of apprenticeship is over, help will be provided for those who possess the qualities necessary to make them successful farmers. They may receive loans from the state up to 1,000 pounds to establish them on farms of their own. The State Commissioner of Crown Lands and Immigration will act as guardian to these boys.—International Labor Office.

The American Institute of Bankers is in Convention in Cleveland, Ohio, July 16-20, of this year. President J. H. Puelicher of the American Bankers' Association is one of the speakers. There are 2,500 delegates in attendance, representing a membership of 54,000 bankers from coast to coast, organized in 140 Chapters or locals. Let us not forget that the bankers are well organized, and for a purpose. They control the finances of a nation.

CHURCH PHASES OF RACE RELATIONS

Gradually there is growing a realization that relationship of race to race is fundamentally a religious question involving the ideal of the brotherhood of man and that church organizations should lead in its application. At a recent meeting of the General Assembly of the Southern Presbyterian Church, Dr. Robert E. Speer, secretary of the Presbyterian (North) Board of Foreign Missions, in speaking to the Assembly, laid great stress upon the interracial movement which is being fostered by the Federal Council, of which he is president. He characterized the racial problem as one of the greatest questions the Nation is facing and took the position that there must be a common ground for discussion and understanding based upon the principles of Christian brotherhood; that the churches should blaze the way in co-operative fellowship, in which civic, social, and business organizations might follow. At the General Assembly of the Presbyterian Church (North) the same question was up for discussion in connection with a resolution to require that one or two colored members be placed upon each of the reorganized boards of the denomination. The Assembly went on record in resolution as follows: "That it is the sense of the Assembly that racial groups be given representation on the boards of the church as soon as possible and as far as may be expedient."

CHATTANOOGA, TENN. AGREEMENT

ARTICLE OF AGREEMENT made and entered upon this first day of June A. D., 1923, by and between the CHATTANOOGA TRACTION COMPANY (hereinafter called The Company), party of the first part, and The AMALGAMATED ASSOCIATION OF STREET AND ELECTRIC RAILWAY EMPLOYEES OF AMERICA, through its Division No. 750, of North Chattanooga, Tennessee (hereinafter called The Association) which term shall include both the Amalgamated Association of Street and Electric Railway Employees of America and Division No. 750, party of the second part.

WITNESSETH:

That in the operation of the railway of the Company and respecting the relations to exist during the term of this Agreement between The Company and its employees who are or shall be members of said Association, both parties herunto mutually agree:

Section 1. The Company agrees to meet and treat with the duly accredited officers and committees of the Association upon all grievances that may arise, and if any such grievance cannot be mutually adjusted the same shall be submitted to a Board of Arbitration, to be selected as follows: The Company shall select one member of said Board; The Association shall select one member of said Board and the two members of said Board shall select the third member of said Board, who shall act as chairman. The finding or decision of such Arbitration Board, or a majority of its members thereof, shall be binding upon the Company and upon The Association. Each party shall select its Arbitrator within three (3) days after Arbitration is decided upon or may be agreed upon.

Section 2. The following wage scale will be paid during the life of this Agreement:

Motormen and Conductors, first two months, 42¢ per hour; following ten months, 46¢ per hour; second year and thereafter, 50¢ per hour; work and express car motormen, 58¢ per hour.

Car barn employes, blacksmith, 50¢ per hour; car repair men, 50¢ per hour; night watchmen, 34¢ per hour.

Section 3. When six (6) day shop men are required to report for duty on Sunday, they shall be paid for not less than five (5) hours.

Section 4. Until a member of the Association has served his probationary period of sixty (60) days and has been accepted by the Company as a regular employe, the officers of the Company shall be the sole judges of all questions concerning such member, including grievances and termination of employment.

Section 5. The Association recognizes the right of the Company to select any member or members of the Association to act as regular motorman on work and express cars, and he shall receive ten (10) hours as minimum day for six day week. Rate 58¢ per hour. Should these men be required to report for duty on Sunday, they shall receive a minimum of two (2) hours.

Section 6. All employes of the Company who are or may hereafter become members of the Association, shall, strictly observe all operating rules and regulations of the Company and all special orders of the Company and its officials.

Section 7. Owing to the fact that extra men are used as clerks or assistants to dispatchers, it is agreed that men selecting the extra board shall be approved by the Superintendent, before being allowed preference of extra board ahead of someone more suitable for service in dispatcher's office.

Section 8. This agreement dated June 1st, 1923, will remain in force until further notice, but not exceed one year from date, subject to modification or change during that time by either party, upon a thirty days' written notice.

CHATTANOOGA TRACTION COMPANY,

By W. T. JANE,
Vice-President.

A. A. of S. and E. R. E. of A.
E. C. CHERRY, Pres.
C. W. NAFTZGER, Treas.
J. W. ROGERS,
R. M. WARD,
ERNEST BOLT.

Success is attained more often by uncommon effort than by uncommon brains.—
Forbes Magazine (N. Y.)

LITTLE ROCK, ARK. AGREEMENT

It is agreed that the contract between the Amalgamated Association of Street and Electric Railway Employees of America and Division 704, and the Little Rock Railway & Electric Company, entered into on May 22, 1922, shall be adopted and made the contract between said Amalgamated Association of Street and Electric Railway Employees of America and Division 704, and the Arkansas Central Power Company, its successor, with all of its terms, agreements and conditions, except, however, the following: Section 22 of said contract is amended to read as follows:

Section 22. Ten hours shall constitute a day's work, and all time worked over the regular working day shall be paid for at the rate of time and one-half. It is expressly agreed that the company reserves its right to arrange its schedules so that all runs shall consume ten hours, or less time, and so as to eliminate the payment of overtime. Fifty per cent or more of all regular runs shall be arranged on the straight shift plan, and all other regular runs to be completed within fourteen hours. Time and one-half shall be paid for the following holidays:

Christmas, Labor Day, Fourth of July and Thanksgiving.

It is mutually agreed that there shall be no lunching or eating on the cars of the company while same are in operation in the down-town district, but lunching shall be permitted only at the end, or near the end, of the line; nor shall there be lunching or eating on the cars in any part of the city during the peak hours, or at any time when the cars are crowded.

The employes agree to exercise discretion in this matter, and not in any way allow said lunching or eating to interfere with the discharge of their duties to the company, or the maintenance of their schedules.

Operators of owl cars, between midnight and five A. M., shall be paid time and one-half during such hours, provided no extra time shall be allowed for holidays above mentioned.

Section 28 shall be amended to read as follows:

Section 28. This agreement shall be in full force and effect and binding upon both parties for one year from May 22, 1923, to May 22, 1924, in accordance with Section 7 of the contract between the Company and the Association entered into on the 22nd day of May, 1916. At the expiration of this agreement it shall be renewed for a further period of one year upon such terms as may be mutually agreed upon; and failing such agreement, upon such terms as may be agreed upon by arbitration, to be had in the manner hereinbefore provided for.

Thirty days' notice must be given by either party hereto before the expiration of this contract, if any change or modification in its terms or conditions is desired on renewal in 1924.

This modification shall be attached to the existing contract between the parties hereto, dated May 22, 1922, and shall become part thereof.

IN TESTIMONY WHEREOF, the parties have hereunto set their hands this 10th day of May, 1923.

AMALGAMATED ASSOCIATION OF
STREET AND ELECTRIC RAIL-
WAY EMPLOYEES OF AMERICA,
By W. D. MAHON.

ARKANSAS CENTRAL POWER CO.,

By L. H. CANTRELL,

Pres.
LOCAL DIVISION NO. 704 OF AMAL-
GAMATED ASSOCIATION OF
STREET AND ELECTRIC RAIL-
WAY EMPLOYEES OF AMERICA.
By W. W. BEAN.

Little Rock, Arkansas,
May 22, 1922.

THIS AGREEMENT made and entered into by and between the Little Rock Railway & Electric Company, its successors and assigns, hereinafter referred to as the company, and the Amalgamated Association of Street and Electric Railway Employees of America and Division No. 704 thereof, and its successors, hereinafter referred to as the Association.

WITNESSETH:

Section 1. This agreement shall cover all motormen, conductors, car barn and shop men, employes of the company, who are and may hereafter become members of Division No. 704 of said Association.

Section 2. The Company agrees to recognize and treat with the duly authorized representatives of the

Association and Division No. 704, to adjust all questions and differences that may arise during the life of this agreement, between the Company and such of its employees, who are members of Division No. 704, of this Association, and who are covered by the terms of this contract.

Section 3. Any employee, who may be a member of the Association in good standing, and who may be discharged or suspended, shall have the right to appeal, through the Association for reinstatement. If the differences cannot be adjusted by the duly accredited representatives of the Association and the officers of the company, then the matter in dispute shall be submitted to a temporary board of arbitration, which shall be composed of three disinterested parties; one to be chosen by the company; one to be chosen by the association, and the two so chosen, shall select the third, and the judgment of the majority of said board shall be binding upon both parties to this agreement. Each party shall bear the expenses of its representative; the expense of the third member, together with any other expense of the arbitration, shall be equally divided between the company and the Association.

Section 4. The Company agrees that all employees mentioned in Section 1 of this agreement, may become members of this Association after ninety (90) days' service with the company; and such employees as may become members shall remain in good standing in the Association during the life of this Agreement; and their standing in the Company shall not be affected by the fact that they are members of this Association. The Company recognizes the Association as provided in this agreement, and will not directly or indirectly interfere with or prevent the joining of the Association by any man employed by the Company; and it will be entirely satisfactory to the Company for them to join. The Company will neither discharge nor discriminate against any employee because he is connected with the Association. The Association agrees that it will not in any way interfere with or limit the right of the company to discharge or discipline its employees for cause.

Section 5. Stools may be furnished by conductors for their own use within the same zones permitted for motormen.

Section 6. That extra motormen and conductors shall be granted a minimum of five (5) hours time per day at their regular rate of pay, provided they make the required reports and remain on duty until excused by some authorized officer or agent of the company.

Section 7. All lost articles found and not called for shall be returned to the employees finding same, after the company shall have held such articles, subject to the call of the owner for the time required by law.

Section 8. All regular men required to report for extra duty shall receive their regular rate of pay per hour from the time specified to report until relieved by proper official, provided they report on time specified.

Section 9. All motormen and conductors shall be given preference of runs according to their seniority. The oldest man from point of service shall be given preference of any run that may become vacant by making application to the superintendent for same within three days after the vacancy occurs, providing said applicant is competent to fill said vacancy. If, in the judgment of the officials of the company, any motorman, conductor, car barn or shop man, so applying is not competent to fill the run or place he has chosen to the best interest of the company and the general public, the company shall have the right to make the necessary change to insure competent and efficient operation, provided, that if protest is made by the Executive Committee of Division No. 704 to the assignment made by the official of the Company, then the officials and the president of the Union shall discuss the matter and decide same.

Section 10. Promotion to official position with the Company shall work a forfeiture of seniority right after 12 months.

Section 11. It is agreed that the hours and working conditions shall remain as herein provided.

Section 12. The wages of motormen and conductors shall be as follows:

For first year in service, 47¢ per hour; for second year in service, 48¢ per hour; for third year in service, 49¢ per hour; for fourth year in service, 51¢ per hour; thereafter, 51¢ per hour.

All bob-tail runs shall be paid 5 cents more per hour.

The wages of car barn men and shop men shall be as follows:

	Minimum	Maximum
Blacksmith.....	40¢ per hour	61.5¢ per hour
Painters and		
Helpers.....	25¢ per hour	59.5¢ per hour
Carpenters.....	40¢ per hour	61.5¢ per hour
Armature winders		
and Helpers.....	25¢ per hour	59.5¢ per hour
Electricians.....	40¢ per hour	54.5¢ per hour
Air Brakemen and		
Helpers.....	25¢ per hour	54.5¢ per hour
Pitmen.....	25¢ per hour	52.5¢ per hour
Oilers.....	25¢ per hour	46.5¢ per hour
Inspectors.....	25¢ per hour	46.5¢ per hour

The rate of pay to be governed by their qualifications and ability to perform the work assigned. Their qualifications and ability to be determined by the superintendent and master mechanic of the railway department, seniority being recognized by him when efficiency is not impaired in the judgment of said superintendent. The minimum wage specified herein shall not apply to old men now in service.

Provided, however, that in the event the rate of fare now being charged by the Company for adult passengers on its street cars shall be reduced from six cents to five cents during the life of this agreement, then the wages of motormen, conductors, car barn men and shop men, as above set out, shall be correspondingly reduced six cents per hour—the reduction in wages to be contemporaneous with the reduction in adult passenger fare above mentioned.

Section 13. The regular motorman and conductor shall be required to report to proper official ten minutes before schedule time for taking out their cars, for which time they shall be paid. Those failing to report will be placed at the foot of the extra list for one day; failing to report before the last run goes out, they will be placed at the foot of the extra list for two days. A one day miss will be counted for failure to answer each roll call. It is further agreed that any motorman or conductor missing four times in thirty days without excuse satisfactory to the superintendent, shall lose his seniority rights and be placed at the bottom of the list.

Ten minutes' time shall be allowed conductors to turn in their receipts after the day's run, for which time they shall receive pay.

Extra men missing roll call will be charged with a miss under the same rules as those regulating regular men. Extra motormen and conductors will not be required to report for duty before 6:10 A. M. after working until eleven o'clock the previous night, except in cases of emergency. No employees under suspension shall be asked to report except in cases of emergency; but if he is called back to work while under suspension, the unexpired portion of his suspension shall be waived on his return to work. He shall be reinstated the same as though he had served the full time of suspension.

Section 14. If any motorman or conductor who reports sick and therefore unfit for duty, is found to misrepresent the facts, he may be discharged by the company for such misrepresentation.

The company may discharge any motorman, conductor, car barn man or shop man who indulges in excessive gambling or drinking anywhere; and any motorman, conductor, car barn man or shop man who shall gamble or drink liquor while on duty shall be immediately discharged by the company.

Section 15. Providing there are men available for efficiently operating the railway system, every member of this Association, who applies to the superintendent for it, shall be given one day of each week, without pay, except where he has lost a day during the week on his own account. But, provided that the off days asked for by members shall be arranged to best suit the requirements of the company for efficient service; and provided further, that the number of men granted off days shall be contingent upon the company's ability to get out the cars necessary for efficient public service. An open book will be established at each car barn for the purpose of allowing each man to sign for the day that he wishes to be absent, and the first man registered for any particular day, shall have first preference, with the exception that committees shall have first preference. Persons registering in this book must sign in ink, the book to be dated seven days ahead; that is, men to have the privilege of asking off seven days ahead of any day he desired to be off.

Section 16. All motormen and conductors making out accident reports in the office of the company, and while off duty, shall receive one hour's pay at the regular rate; provided, said report is complete

as to details of the accident and the proper number of witnesses are furnished at the time of making said report.

Section 17. All employees of the company, who are members of this Association, shall be given free transportation over the lines of the Company.

Section 18. The motorman and conductor's club room and toilet and bath, as now kept and furnished by the company, shall be continued throughout the life of this agreement.

Section 19. Either the motorman or conductor will be required to flag his car over railway crossing, as now required by the laws of this State.

Section 20. Conductors shall be given credit for lost transfers if they are found and turned in within five days, including the day on which they were lost.

Section 21. Motormen and conductors shall have two hours' special time each day when breaking in new men.

Section 22. Ten hours shall constitute a day's work, and all time worked over the regular working day shall be paid for at the rate of time and one-half. It is expressly agreed that the company reserves its right to arrange its schedules so that all runs shall consume ten hours or less time, and so as to eliminate the payment of overtime. Fifty per cent or more of all regular runs shall be arranged on the straight shift plan and all other regular runs to be completed within fourteen hours. Time and one-half shall be paid for the following holidays: Christmas, Labor Day, Fourth of July and Thanksgiving Day.

*It is mutually agreed that there shall be no lunching or eating on the cars of the company by employees while the car is in operation; neither shall the crews run ahead of schedule time for the purpose of laying over at any point or terminal on the company's lines for the purpose of lunching nor shall the crews operating the cars lay over for lunching beyond the actual terminal leaving time. The company reserves the right to administer severe discipline for violations of this paragraph of the agreement.

Operators of Owl cars between mid-night and five o'clock A. M. shall be paid time and one-half during such hours, provided no extra time shall be allowed for holidays above mentioned.

Section 23. There shall be no sympathetic strike for any outside cause whatever.

Section 24. Any motorman or conductor shall be permitted to purchase his uniform in the open market, all uniforms to conform to the Company's specifications. All motormen and conductors shall wear full uniform when on duty after ninety (90) days in service.

Section 25. Except as to the wage scale, as established by this agreement, new employees shall be on probation for ninety (90) days. It is understood that such new employees shall not come under the terms of this agreement during the above period, but after the expiration of ninety days from date of employment, they may become members of the association if retained in the service and then enjoy the full privilege of this agreement.

Section 26. Any car barn or shop man desiring to be off duty shall get permission from some one in authority, except in case of sickness. If upon investigation it is found that said car barn or shop man has misrepresented his illness, he shall be subject to suspension or dismissal from service of the company.

Section 27. In entering into this agreement, the parties hereto, through their official representative and members, recognize and emphasize the "Safety First" organization movement of the company and its employees, and earnestly recommend and urge all employed or connected with the company, and the public to give their earnest assistance in making the "Safety First" organization movement a success in the interest of prevention of loss of human life, personal injury or protection of property.

**Section 28. This agreement shall be in full force and effect and binding upon both parties for one year from May 22, 1922 to May 22, 1923, in accordance with Section 7 of contract between the company and the Association, entered into on 22nd day of May, 1916. At the expiration of this agreement, it shall be renewed for a further period of one year upon such terms as may be mutually agreed upon; and failing such agreement, upon such terms as may be agreed upon by arbitration, to be had in the manner hereinbefore provided for.

IN TESTIMONY WHEREOF, the parties have

hereunto set their hands this 15th day of June, 1922.
AMALGAMATED ASSOCIATION OF
STREET AND ELECTRIC RAILWAY EM-
PLOYES OF AMERICA.

By
LOCAL DIVISION NO. 704 OF AMAL-
GAMATED ASSOCIATION OF
STREET AND ELECTRIC RAIL-
WAY EMPLOYES OF AMERICA.

By W. R. HOWLAND, Pres.
W. W. BEAN, Sec'y
LITTLE ROCK RAILWAY & ELECTRIC CO.,
By D. H. CANTVELL, Pres.

*Clause as amended as per Sec. 22 of amended sections.
**Amended as per Sec. 28 of amended sections.

When I hear a man saying that he is in business only for the money he can make and not for the favors he can render, I think of what some wise man said one time: "If a pig could pray he would devote his entire prayer to corn and swill, but men should pray for other sorts of things."—Tom Dreier, in Forbes Magazine (N. Y.)

You haven't found the true joy of living if you haven't found true joy in giving.—Forbes Magazine (N. Y.)

1.00

GEM

SAFETY RAZOR

FREE

Buy 2 tubes of Welskin Shaving Cream at 50c per tube or \$1.00, and a 1.00 Gem Safety Razor complete with blades, will besent you free. Clip this ad and send \$1. Your money back if not satisfied.

R. H. Breslen Co., Dept. K.
P. O. Box 257, Brooklyn, N.Y.

Free to Asthma and Hay Fever Sufferers

Free Trial of Method That Anyone Can Use Without Discomfort or Loss of Time.

We have a method for the control of Asthma, and we want you to try it at our expense. No matter whether your case is of long standing or recent development, whether it is present as Chronic Asthma or Hay Fever, you should send for a free Trial of our method. No matter in what climate you live, no matter what your age or occupation, if you are troubled with Asthma or Hay Fever, our method should relieve you promptly.

We especially want to send it to those apparently hopeless cases, where all forms of inhalers, douches, opium preparations, fumes, "patent smokes," etc., have failed. We want to show everyone at our expense, that our method is designed to end all difficult breathing, all wheezing, and all those terrible paroxysms.

This free offer is too important to neglect a single day. Write now and begin the method at once. Send no money. Simply mail coupon below. Do it Today—you even do not pay postage.

FREE TRIAL COUPON
FRONTIER ASTHMA CO., Room 627
Niagara and Hudson Sts., Buffalo, N. Y.
Send free trial of your method to:

.....
.....
.....

Rapid Ready Change Maker

LEVER OPERATED

(Model 1921)

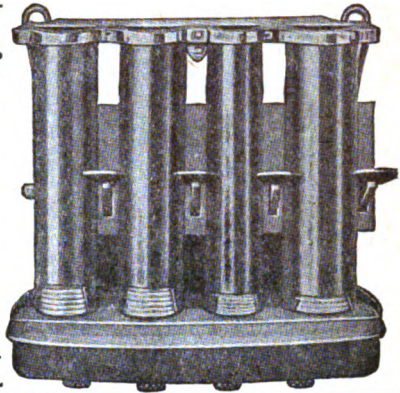
After twenty-five years experience manufacturing change carriers, being the first to originate such a device, we offer our new model, which by a simple adjustment throws ONE to FIVE coins from one or all tubes in any combination wished.

Holds fifty per cent more coins than other makes, with many new features not possible in others, that speed up fare collections. No springs to get out of order, will never rust or tarnish. Agents most cities, where not, will send for \$4.25. One style does for quarters, dimes, nickels or pennies. Our Slip Carrier, so well known, is \$2.50 either style, nickels or pennies.

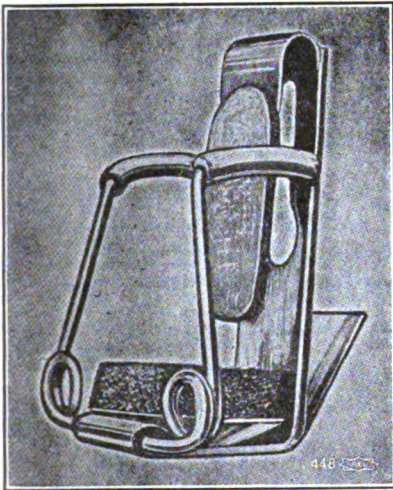
A. F. NELSON, MFR.

Agents wanted
Special prices.

907 N. Front St.,
Harrisburg, Pa.



Motormen's Non-Magnetic Watch Holder



A practical little holder adjusted for any size watch. May be attached to head of screw in frame of car. Saves motormen's time and promotes "Safety First." May be conveniently carried in pocket when not in use.

Wanted:—Motormen and Conductors to act as Agents. Send 50c in money order or stamps for sample. Sent to any address in United States prepaid. W. C. WILLIAMSON, 22 Arbor Street, E. E. Pittsburgh, Pa.



Sell Shirts

Sell Madison "Better-Made" Shirts, Pajamas, and Nightshirts direct from our factory to wearer. Nationally advertised. Easy to sell. Exclusive patterns. Exceptional values. No experience or capital required. Large steady income assured. Entirely new proposition. **WRITE FOR FREE SAMPLES.** MADISON SHIRT CO., 503 B'way, N.Y. City

Price List of Association Supplies

Official Seal.....	\$5.50
Propositions for membership blanks, per 100.....	.50
Rituals, each.....	.35
Withdrawal cards, each.....	.05
Traveling cards, each.....	.05
Duplicate report books, each.....	2.00
Constitutions, in lots of 100 or more, per 100.....	4.00
Constitutions, in lots of less than 100, each.....	.05
Financial secretary's order book on treasurer.....	.35
Treasurer's receipt book.....	.35
Association badges, rolled gold, each.....	.50
Association badges, solid gold, each.....	1.10
Association buttons, gold plate, each.....	.30
Association buttons, rolled gold, each.....	.50
Association buttons, solid gold, each.....	1.10
Emblem cuff buttons, per pair.....	1.10
Emblem tie clasps, each.....	.70
Association charms, each.....	1.10
Association lockets, each.....	1.75
Cuts of official seal for use on printed matter, plain, each.....	.70
Cuts of official seal, with flag design.....	2.00
Transfer Cards, each.....	.05 1/4
Recording secretary's minute books, 300 pages.....	1.25
Gilt Seals, per box 50.....	.50
Loose leaf membership ledgers. Ruled and printed on both sides, providing for a 12 year record of the payment of dues by your members.	
Loose leaf post binder, canvas with leather corners, each.....	4.50
Price of sheets, in lots of less than 100, each.....	.02 1/4
In lots of 100, or more, per 100.....	2.50
In lots of 500, or more, per 500.....	11.00
In lots of 1000, or more, per M.....	20.00
All orders must be accompanied by express, post-office money orders or draft. No personal checks accepted. Otherwise supplies will not be forwarded.	



No Better Way to Help Labor

Than to Buy Union Made Products

Buy shoes containing this stamp, which means they are made under the Best of Labor Conditions

All Genuine Union Stamp! Shoes have the Label shown above

BOOT AND SHOE WORKERS' UNION

246 Summer Street, Boston, Mass.

Collis Lovely, Pres.

Charles L. Baine, Sec.-Treas.

SUPPORT UNION LABOR

FASHION LETTER



The summer days are bringing out many beautiful things in the line of frocks, wraps, skirts and blouses.

One still sees the favored straight lines on certain kinds of dresses, but youthful frocks and dresses of summer fabrics show fullness and more trimming.

Frills and flounces, tucks and plaits and panels indicate the trend of fashion.

The wider skirt prevails. The additional width may be obtained by the introduction of plaited or gathered fullness at the sides, while back and front remains smooth and plain.

Organdy is much in vogue for afternoon and evening summer dresses, trimmed with ribbons and flowers, or with lace and lace insertions.

Plaited skirts are popular, for sports wear especially. The tiered skirt is no mean rival to the plaited skirt, and it is a style that suits almost any type of dress and material.

A dress of silk may have the skirt entirely of two or three flounces, or it may show flounces at the sides only, leaving back and front plain.

Some flounces ripple only over the hips and are flat over the centre.

White with colored accessories will be a leader this summer.

Dresses or skirts of white woolen or flannell are worn with short jackets trimmed with red, tan or green, sometimes the trimming is leather. The jacket lining may match the trimming.

Bright colored shoes of kid, in pump or sandal style with hat bag and parasol or jewelry of the same shade are worn.

French and domestic knitted weaves are made up into one piece dresses, separate jackets and suits, also into sports capes.

Mid season coats in three quarter length are predicted for the coming months.

There are also dresses, wraps and long cape wraps. Some of gathered crepe, others of taffeta quilted in various geometrical designs.

4402. Misses' Dress.

Cut in 3 Sizes: 16, 18 and 20 years. An 18 year size requires $4\frac{1}{4}$ yards of 32 inch material. The width at the foot is $2\frac{1}{4}$ yards. Price 12¢.

4413. Juniors' Dress.

Cut in 3 Sizes: 12, 14 and 16 years. To make as illustrated requires 2 yards of plain and $1\frac{1}{4}$ yard of figured material. Price 12¢.

4263. Ladies' Apron.

Cut in One Size: Medium. It requires $1\frac{1}{4}$ yard of 32 inch material. Price 12¢.

4416. Child's Dress.

Cut in 4 Sizes: 4, 6, 8, and 10 years. A 6 year size requires $2\frac{1}{4}$ yards of 27 inch material. Price 12¢.

4410. Ladies' Dress.

Cut in 7 Sizes: 34, 36, 38, 40, 42, 44 and 46 inches bust measure. A 38 inch size requires $4\frac{1}{4}$ yards of 40 inch material. The width at the foot is $2\frac{1}{4}$ yards. Price 12¢.

4251. Girls' Dress.

Cut in 4 Sizes: 6, 8, 10 and 12 years. A 10 year size requires $2\frac{1}{4}$ yards of 36 inch material. Price 12¢.

4403. Ladies' House Dress.

Cut in 7 Sizes: 36, 38, 40, 42, 44, 46 and 48 inches bust measure. A 38 inch size requires 5 yards of 32 inch material. The width at the foot is 2 yards. Price 12¢.

4399. Boys' Play Suit.

Cut in 4 Sizes: 2, 4, 6 and 8 years. A 6 year size requires $2\frac{1}{4}$ yards of 27 inch material. Price 12¢.

FASHION BOOK NOTICE

Send 12¢ in silver or stamps for our UP-TO-DATE SPRING AND SUMMER 1923 BOOK OF FASHIONS, showing color plates, and containing 500 designs of Ladies', Misses and Children's Patterns, a CONCISE and COMPREHENSIVE ARTICLE ON DRESSMAKING; ALSO SOME POINTS FOR THE NEEDLE (illustrating 30 of the various, simple stitches) all valuable hints to the home dressmaker.

Send all orders for patterns and catalog direct to the Beauty Pattern Company, Dept. M. C., 1188-90 Fulton Street, Brooklyn, N. Y. Be sure to give number and bust and waist measure for ladies' Patterns and number and age for children's patterns.

Where two numbers appear on one design, two patterns are illustrated and 12¢ should be forwarded for each. Ten days should be allowed for delivery of patterns.

J. L. LYNCH

MEMBER DIV. 341

MANUFACTURERS OF

Union Buttons, Badges

Banners, Flags

325 W. MADISON STREET, 4th Floor
MADISON TRUST BLDG., CHICAGO, ILL.


**TRACTION
UNIFORMS**
UNION MADE
*Write for Catalogue
Samples & Prices.*
**The Fechheimer
Bros. Co.**
CINCINNATI, OHIO

Detroit Regulation
Motorman and Conductor's

UNIFORMS

Standard-weight, fast-
color serge of guaran-
teed dependability

Specially Featured at

\$27.50

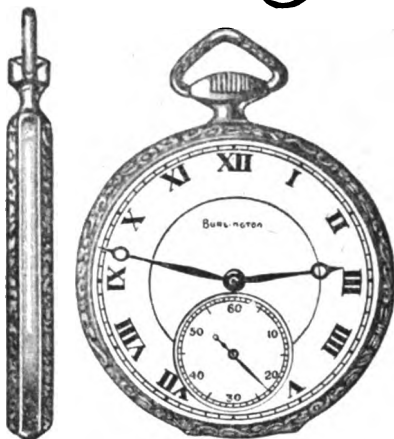
Union-made, expressly for D. S. R.,
D. U. R. and M. U. R. car men. Three-ply
properly padded, shape-retaining coat
fronts; linings of best sea-island cotton;
chamois arm-pit sweat-shields; closely
woven drill or duck non-sagging pockets.
We'll fit you—whether tall, short,
slim, stout or extra large.

Extra fine quality serge Uniforms
\$33.75

Clayton's

Clothing Hats Furnishing
Michigan at Shelby since 1883

21 Jewel Burlington



Adjusted to the Second 21 Ruby and Sapphire Jewels
Adjusted to Temperature 25 Year Gold Strata Case
Adjusted to Isochronism Your Choice of Dials
Adjusted to Positions (Including Montgomery E. R. Dial)
New Ideas in Thin Cases

Only \$1⁰⁰ Down

Only One Dollar Down will buy this masterpiece of watch manufacture. The balance you are allowed to pay in small, easy, monthly payments. The Burlington—a 21-Jewel Watch—is sold to you at a price much lower than that of other high-grade watches. Besides, you have the selection of the finest thin model designs and latest styles in watch cases. Don't delay! Write for the FREE Watch Book and our SPECIAL OFFER today.

Write *While This Special Offer Lasts*

Get the Burlington Watch Book by sending this coupon. Find out about this great special offer which is being made for only a limited time. You will know a great deal more about watch buying when you read this book. You will be able to "steer clear" of the over-priced watches which are no better. Remember, the Burlington is sent to you for only One Dollar down, balance in small monthly payments. Send the coupon for watch book and our special offer TODAY! Do not delay one minute!

Burlington Watch Company

Dept. B-527 19th St. & Marshall Blvd., Chicago
Canadian Address: 82 Albert St., Winnipeg, Manitoba

Please send me (without obligations and prepaid) your free book on watches with full explanation of your \$1.00 down offer on the Burlington Watch.

Name _____

Address _____

THE PEOPLES STATE BANK

MEMBER FEDERAL RESERVE BANK

Capital, Surplus and Undivided Profits \$14,000,000



Twenty-six branches conveniently located bring the service of this great institution directly to your door.

BRANCHES

HARPER AND TOWNSEND
7879 JEFFERSON WEST
BAKER AND TWENTY-THIRD
MICHIGAN AVENUE AND JUNCTION
MICHIGAN, CORNER ADDISON
WARREN AVENUE AND THIRTIETH ST.
GRAND RIVER AND BROOKLYN
GRAND RIVER AND HOLMUR
CLAIRMOUNT AND LINWOOD
1523 WASHINGTON BOULEVARD
WOODWARD, CORNER PIQUETTE
OAKLAND AND KENILWORTH
WOODWARD AND ALEXANDRINE

FERNDALE AND LAWNDALE
HASTINGS, CORNER ERSKINE
GARFIELD, CORNER RUSSELL
RUSSELL, CORNER LYMAN
GRATIOT, CORNER RIOPELLE
CHENE, CORNER MILWAUKEE
CANTON, CORNER GRATIOT
FISCHER, CORNER GRATIOT
MACK, CORNER BALDWIN
FOREST AND CADILLAC
KERCHEVAL AND LAKEVIEW
JEFFERSON, CORNER BENITEAD
TWELFTH AND SEWARD

To be well dressed and
neat in appearance, order

BATCHELDER MADE UNIFORMS



QUALITY & STYLE MAKE
BATCHELDER MADE UNIFORMS
A SOURCE OF SATISFACTION
TO EVERY WEARER.

For Sale by Dealers

WRITE FOR SAMPLES

FRED M. BATCHELDER CO.

120 HARRISON AVENUE
BOSTON

The Motorman and Conductor

"Freedom Through Organization"



FREE 10-Piece White Enameled Kitchen Set

No Money Down!

Guaranteed for Life

Wonderful 32-Piece Aluminum Set consists of 2 Bread Pans; Doughnut Cutter; 2 Loose Bottom Jelly Cake Pans; Combination Tea-kettle and Rice Boiler with lid; Saucepan Set with lid; Dipper; Colander; Measuring Cup; Percolator; 2 Pie Pans; Complete Castor Set; Tea or Coffee Strainer; Fry Pan; also cooker set of 5 pieces—makes 11 utensil combinations: Preserving Kettle; Convex Kettle; Combination Cooker; Casserole; Pudding Pan; Tubed Cake Pan; Colander; Roaster; Corn Popper; Steamer Set; Double Boiler.

Just mail the coupon and we send this 32-Piece Aluminum Cooking Set, and the 10-Piece Kitchen Set Free. When the goods arrive, pay only \$2.00 and small postage charges on the Aluminum Set. Nothing for the Kitchen Set—it is FREE. Use both sets 30 days on Free Trial and if not satisfied send them back and we will refund your money and pay transportation both ways. If you keep them, pay for Aluminum Set, only a little every month.

FREE

10-Piece Kitchen Set
Not a penny to pay for this set. You get it absolutely free with Aluminum Set.

Potato Masher
Mixing Spoon
Measuring Spoon
Ice Pick
Egg and Cream Beater
Can Opener
Vegetable & Pan Brush
Fork
Egg and Cake Turner
Wall Rack

All have white enameled handles and hang on wall rack—keeping them conveniently at hand.

Complete 32-Piece Aluminum Set and FREE Kitchen Set

Hartman's special, selected set of heavy gauge Aluminum Ware—a complete cooking outfit, light to handle, easy to clean, always bright as silver. Will never chip, crack or rust. We guarantee it for life. 32 utensils—everything for baking, boiling, roasting, frying. And—absolutely free—a Combination Kitchen Set, 10 utensils with pretty white handles.

Nearly a Year to Pay

You pay only \$2.00 and postage on arrival (on the Aluminum Set—not a penny to pay at any time on the Kitchen Set). The balance a little every month.

Order by No. 417EEMAT. Price for Aluminum Set, \$18.95. No money down. \$2 and postage on arrival. Balance \$2 monthly. 10-Pc. Kitchen Set is Free.

HARTMAN Furniture & Carpet Co.
Dept. 5580 CHICAGO, ILLINOIS

Copyright, 1929, by Hartman's, Chicago

FREE BARGAIN CATALOG and FREE GIFT

This great 316-page book offers the world's greatest bargains in home furnishings, jewelry and farm machinery—all sold on easy monthly payment terms and 30 days' free trial on everything.

Wonderful Gifts

Catalog explains how you can get Glassware, Silverware, Tablecloths, Napkins, etc., free with purchases. Send for it today. "Let Hartman Feather YOUR Nest"

HARTMAN FURNITURE & CARPET CO. Dept. 5580 Chicago, Ill.

Send the 32-Piece Aluminum Cooking Set No. 417EEMAT, Price \$18.95 and 10-Piece Kitchen Set. Will pay \$2 and postage on Aluminum Set on arrival. Kitchen Set is FREE. I will have 30 days' free trial. If not satisfied, I will ship the sets back. If I keep them, I will pay you \$2 more until the price of the Aluminum Set, \$18.95, is paid. I remain with you until final payment is made.

Name _____
Occupation _____
R. F. D., Box No. _____
or Street and No. _____ State _____
Post Office _____
(If shipping point is different from your post office, fill in line below)
Send shipment to _____



Style No. 20

Wear Better Uniforms

BY putting your trust in a Bloch Uniform of quality you insure yourself against dissatisfaction.

Twenty years of knowing how has enabled us to offer Traction men everywhere the best uniform that money can buy.

Strength in every part that has a strain, materials of proven long-wearing value, design and tailoring of a superior quality that assures every customer the comfort and appearance he enjoys.



Ask your dealer for a Bloch Uniform of Quality. It will pay.

The
Bloch
Company
Cleveland, O.

*Send me, free, a
Trolley Jim Time Book.*

The Bloch Company

Uniforms of Quality

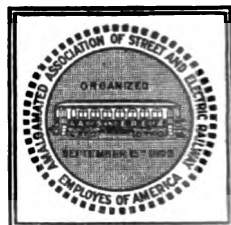
Cleveland - Ohio

Name.....

Address.....



The **Motorman and Conductor**



Vol. 31

DETROIT, MICHIGAN, AUGUST 1923

No. 9

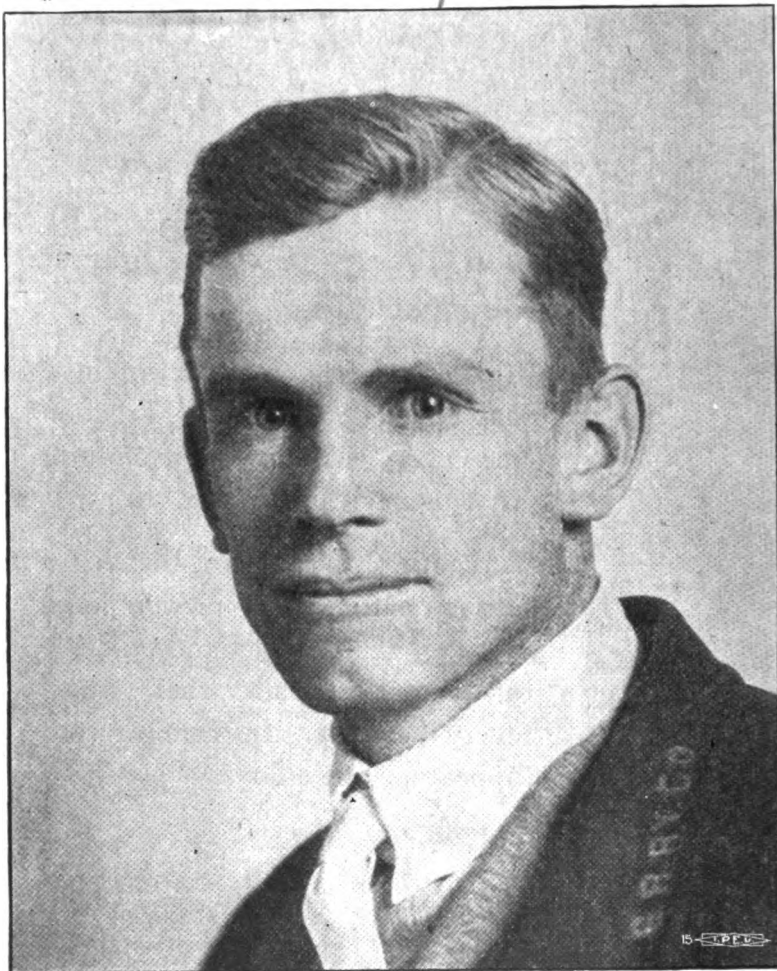
Published monthly by the Amalgamated Association
of Street and Electric Railway Employees of America.

W. D. Mahon, President.

60 East High Street, Detroit, Michigan

Entered at the Post Office as Second Class Matter.
Accepted for Mailing at special rates of postage pro-
vided for in Section 1103, Act of October 3, 1917.

Subscription Price - - - - - \$.75



TREASURER HARVEY J. RICHARDS,
Division No. 836, Grand Rapids, Mich.

One of the most active spirits of Division No. 826 and one in whom the members have explicit confidence, is Brother Harvey J. Richards, who is now serving his first term as Treasurer of the Local, having been installed in that position in January of this year. He was also installed as Executive Board Member and assisted the Local in its recent wage agreement conferences. Brother Richards recently purchased a farm near Grand Rapids, which requires much of his supervisory attention, and as a result he has resigned from the Executive Board, having been succeeded by Brother Fred Roell. At the time of the institution of Division No. 836, Brother Richards was on the Front in France in the overseas forces of the United States. At the close of the World War he returned to his employment with the Grand Rapids Railway Company.

CHICAGO LOCAL OBTAINS WAGE INCREASE

In the case of the wage dispute of Division No. 241, Chicago, Ill., and the employing property, arbitrators have handed in their award. Prior to the arbitration the agreement on working conditions was completed and made for a period of two years. The only question before the arbitrators was the wage.

The award handed down provides a 3 cents per hour increase for the first year of the agreement and an additional 2 cents per hour increase for the second year of the agreement. This establishes wage rates for Division No. 241 of 67 cents for the first 3 months of service; 71 cents for the next 9 months of service, and 73 cents per hour to those of one year or more of service. Owl cars will be paid at the rate of 75 cents per hour. Overtime is paid at time and one-half. Overtime is all time worked in excess of 8 hours. This award applies to the members of Division No. 241, known as the Surface Lines Local.

The presentation of the case before the arbitrators was conducted by Int. Pres. W. D. Mahon. Chicago papers in reporting upon the arbitration made the subject the most prominent of the first pages of the papers. The Herald-Examiner under prominent headlines dealt with the case under the caption: "Mahon Makes Stirring Plea for Pay Raise"; "Veteran Labor Chief Moves Even Company Experts in Car Men's Wage Conference." The following is taken from the Herald-Examiner:

Throwing experts' charts and statistics to the four winds, "Bill" Mahon, for thirty years international president of the Car Men's Union, Thursday made an impassioned plea for the return of the 80-cent wage rate for Chicago street car motormen and conductors.

For sheer oratory Mr. Mahon's address to the arbitration board was said by spectators familiar with labor arbitrations to be among the most dramatic in the history of the trade union movement in Chicago.

There was no violent denunciation—no word picture of the talons of Capital clutching at the throat of Labor.

Pleads for Families

Mr. Mahon sifted his eloquent contentions down to one basic subject—that it is impossible for a street car man to give his family a comfortable living and educate his children on the present 70-cents wage, under present working conditions.

The demands of Mr. Mahon's union mean an annual additional expense to the Company of approximately \$4,000,000.

But he wasn't thinking in terms of millions. No one could doubt his sincerity when he said his interest is in the individual employes and the necessities they can buy with added dimes.

When Mr. Mahon finished even the array of legal talent and economists on the side of the Chicago Surface Lines joined in the demonstration given the veteran labor

leader. And their applause had more behind it than perfunctory courtesy.

Earnings Not Issue

"The question of what Chicago street car men earn is not the principal issue involved here," said Mr. Mahon in opening his speech. "Employers throughout the nation, in many lines, are interested in seeing the wages of our men forced down because it will furnish a conspicuous example.

"The Chicago Car Men's Union, with its 14,000 membership, is the largest local in America—perhaps in the world—in any industry.

"One billion and a half people are carried on the surface lines here every year. The street traffic is terrific and the speed schedule the fastest.

"The work is easy and enjoyable," you've been told by the companies. 'Look, the men never leave us after they get a job,' they boast.

"And to this boast I reply that the street car men are like a cat floating in a tub in Lake Michigan. If she doesn't like it, she can jump out."

"It's all right to submit charts with lines and curves showing the theories of 'Professor Soupbones.' But we can't live on theories. Theories don't feed and clothe children."

The Chicago Daily Tribune displays its report upon the case with the caption: "Humanity Plea made by Mahon in Closing."

Its report upon the case was as follows: "And, now, may God speed and be with you all!"

It was a benediction invoked, not from a pulpit, but from the floor of the city hall council chamber.

The occasion was not a memorial service for a departed city official, but the close of the arbitration proceedings which are relied upon to dispose of the traction wage dispute which last month threatened another street car and elevated railway strike in Chicago.

And as William D. Mahon, international president of the car men's union, affectionately known by company officials and union members alike as the "grand old man," sank somewhat wearily to his seat after having made an eloquent appeal for the restoration of the 80 cents an hour wage, reduced a year ago to 70, there was silence for a moment. Then applause swelled through the council chamber. It came from both factions of the controversy.

Disdain "Chicken Marks"

Disdaining what he termed the "black marks and chicken tracks" of the cost of living and wage trend charts that had been introduced by statistical experts, President Mahon, who is 62 years old and has been head of his organization since it was founded thirty years ago, struck into a line of argument that was in marked contrast to the conventional summing up of the two attorneys who had preceded him—William Levine and George W. Miller.

"We don't want a wage scale based upon a statistical chart whose curves approach

the poorhouse as near as possible without actually bending into it," he said. "We are appealing for pay that will allow a decent American standard of living. We want to be able to feed our families properly and to cloth them respectably; we want to educate our children and give them some of the good things of life that were denied us.

"Mr. Chairman and members of this board, this case involves the interests of about 14,000 high grade men and their families."

Cites War Records

Mr. Mahon then cited the war record of Chicago traction employees, indicating that 505 of them had responded to the call and that every war loan and Red Cross campaign had found them generous.

"Gentlemen," the union chief asserted in this connection, "you are dealing with Americans for whom we ask an American standard of living."

President Mahon, internationally recognized as a champion of arbitration, as opposed to strikes, touched on this point as follows:

"Arbitration must receive the encouragement of satisfactory results if it is to prevail. For thirty years I have advocated mediation, often with opposition within our own ranks and other unions, but I realize that it will not endure if employees lose faith, if it is proved they can obtain through it nothing more than a bare living wage from year to year, with never any improvement in the standard of living."

CHICAGO STREET CAR MEN START WAR ON DISTURBERS

Chicago.—Organized street car men in this city have started a war on disturbers at the meetings preceeding wage negotiations.

This noisy group were only active during negotiations, and subsided after all possibilities of a strike disappeared.

"Is there a man on these properties so innocent as to believe that the companies would not welcome the destruction of our organizations in this city?" asks Editor Bland of the Union Leader. "Could the companies wish for anything better than disorderly meetings, dissension and destructive tactics at contract time, when our members should be a unit in promoting their welfare? Would it not be to the interest of the companies to have our organizations out of the way in Chicago, so that they might institute welfare plans, reduce wages, increase the hours of labor and eliminate the good conditions that our union has brought us?"

"There is no question if the plans of the destructionists were carried out the desire of the companies would be realized and our membership would have been up against a real fight."—A. F. of L., News Service.

By being finicky about saving his "pride" many a man loses everything else.—Forbes Magazine (N. Y.).

THE LIVING WAGE PRINCIPLE

By Wm. G. McAdoo

Aroused by the attitude of the majority element of the Federal Railway Labor Board in its disapprobation of the principle of the living wage as an element in the fixation of wage rates, the editor of the Maintenance of Way Employees' Journal sought the opinions of public men upon the subject, and among the many responses published is that of Hon. Wm. G. McAdoo, Secretary of the U. S. Treasury in the Wilson Cabinet. It is fair to others, among whom were Senator Robert M. LaFollette to state that they were strongly averse to the position of the Railway Labor Board's position, but the presentation of the subject by former Secretary McAdoo contains a very clear and complete analysis of the subject. His letter as published is as follows:

When the Railway Labor Board issued its recent decision challenging the principle of the living wage, the editor of the Maintenance of Way Employees' Journal requested a number of the nation's prominent men to express their opinions on the subject, and here are some of the replies:

By Wm. Gibbs McAdoo, Former Director General of Railways and Former Secretary of the United States Treasury.

It is surprising to find that the principle of the living wage, long accepted by enlightened opinion everywhere, has been challenged. Denial of this principle in wage adjustments offends every principle of economic justice and order.

One hundred and forty-four years ago the Declaration of Independence enunciated the profound truth that among the "inalienable rights" with which all men "are endowed by their Creator" are "life, liberty and the pursuit of happiness," and that "Governments are instituted among men to secure these rights." The Declaration did not refer alone to political rights; it comprehended economic rights as well. Governments are established to secure to the individual enjoyment of economic as well as political rights.

How can life be sustained without a living wage? And without life, what are "liberty and the pursuit of happiness" worth? Without the opportunity to support life by honest toil and industry, the "inalienable rights" conferred upon us by the "Creator" are of small value, and one of the greatest purposes for which "Governments are instituted among men" disappear. "Liberty" cannot be enjoyed without "life," and "happiness" cannot be "pursued" unless one can enjoy both life and liberty. The fundamental of life is the opportunity to work and the right to receive for that work a wage sufficient, at least, to sustain the life of the worker and provide reasonable comforts for his family and education for his children. Civilization means that if it means anything at all.

There is a constant cry for efficient labor, but how can under-fed, under-educated, under-supported, un-ambitious labor be

efficient? How can discontented labor be efficient? If efficiency pays, then it pays to get efficiency—and the only way to get efficiency is to pay labor a wage that will feed its strength, clothe its body, maintain its health, improve its intelligence, compose its mind and sustain its family in reasonable comfort. This cannot be accomplished by "compulsion," whether applied through the arbitrary power of the employer operating upon the necessity of the employee or through court injunctions or industrial courts or otherwise. Efficiency comes from contentment, and contentment is produced by decent wages and working conditions and in no other way. The enlightened employer must see that every interest of his own is advantaged by a contented and efficient corps of employees and that these cannot be had if wages are insufficient and working conditions are unsatisfactory.

It is the duty of organized society to continually strive to secure for the worker a "living wage" so that he may enjoy the "inalienable right" to "life, liberty and the pursuit of happiness." The economic order must be adjusted to the "living wage" as a minimum basis, and be maintained on this basis before a composed and profitable industrial era is possible.

In establishing the living wage, the basis should not be merely enough to enable the worker and his family (a standard number in the family is necessarily assumed) to exist. It must be sufficient to enable the thrifty and industrious worker to maintain himself and family in reasonable comfort, educate his children and save something against emergency and old age. It must be an adequate wage as well as a living wage. Society will be benefited by the savings of the workman, not only because it contributes to improved citizenship, but savings are essential to take up the losses that arise from periods of non-employment due to industrial depressions or other causes. Savings give a stability to the economic order beneficial alike to every element of organized society. The adequate wage which promotes and produces efficient and contented labor, thrift and savings will do more than any other thing to destroy strikes and the evil of poverty—poverty which in itself is one of the most serious indictments of the efficiency, sufficiency and humanity of the modern social order.

We must not take any step backward—not even the fraction of a step backward—in dealing with the "living wage." The elevation and security of modern society rest upon its general acceptance and jealous preservation.

The mulcting influence of war comes out very plainly in a recent speech made by President Warren G. Harding, wherein he stated: "When you stop to think that, when divided up 85 per cent of American taxes, 85 per cent of the enormous public fund of which I have been speaking, goes to the expenses and obligations of war and only 15 per cent to the promotion of the ideals and practices of peace,—"

AUSTRALIAN AGREEMENT PROVISIONS

Wages and working conditions prevailing in Australia for street and electric railway employees, as conveyed in an agreement recently signed by the Melbourne and Metropolitan Tramway Board, and the Victorian Branch of the Australian Tramway Employees.

This agreement is signed by the Municipal Board, T. O'L. Reynolds, Acting Chairman, H. H. Bell, Member, and W. O. Strangward Secretary, and on behalf of the Tramway Employees' Association, by J. I. Abfalter, Vice-President and T. Jewell, Secretary.

Section 1 of this agreement provides that 48 hours shall constitute a week's work, and 8 hours a day's work, with extra men guaranteed pay for 48 hours per week and for employees not called upon to work Sundays and Holidays there is a guarantee of 192 hours work pay at the minimum rate for each four weeks of service.

A section provides that the spread of hours for 60 per cent of the motormen and conductors shall not exceed ten hours, and that with not more than 5 per cent of all motormen and conductors the spread may extend to 12½ hours. However, a penalty clause provides that where the spread is in excess of 9¼ hours, for the first hour time will be paid at the rate of time and one-fourth, and for the second hour, time and one-half, and for a spread that exceed 11¼ hours, all time worked in excess of 11¼ hours shall be paid double time.

Regular motormen and conductors shall finish their day's work at the terminals to which they are attached, otherwise traveling time is to be paid from the time where the service day ceases that it requires to proceed to the terminal point.

An employee who is required to report for work is guaranteed four hours time pay.

Employees who are required to work Holidays are paid time and one-half. Holidays are indicated as New Years Day, Anniversary Day, Good Friday, Easter Monday, Eight-Hours Day, King's Birthday, Cup Day, Christmas Day and Boxing Day.

Section 21 of the agreement provides that all work done by motormen and conductors between the hours of one A. M. and 5 A. M. shall be paid at double rates.

Trainmen for instructing students are paid 5 cents per hour additional.

Section 24 of the agreement provides that all employees of more than one year of service shall be entitled to leave of absence of 14 consecutive days with 12 days full pay at the minimum rate. Substituted for this vacation may be a period of 14 days sickness for which the employee shall receive 12 days full pay. Employees of ten years of service are entitled to a further 14 days for absence that may be caused by sickness.

Employees leaving the service after 12 months of service, unless dismissed for grave misconduct, are paid one day's pay for every full month of actual service performed after the date of their last annual Holidays accrued.

For making accident reports, employees receive 4d. each and may be required to make affidavit setting forth the facts.

Free transportation is granted to all employees traveling in uniform and each employee is entitled to six free passes per week. Uniforms are also supplied to the employees without cost.

Figured in U. S. money the wage rates carried in the agreement are based on an 8-hour service day and the day wage is \$3.62 per day for first year service men, \$3.75 per day for second year service men, and \$3.87 per day for those of more than two years of service. Signal men in charge of levers or points are paid \$4.25 per day of 8 hours. The highest rates paid are to powerhouse engineers who receive as high as \$4.75 per day of eight hours.

In the agreement there is an adjustment clause entitled "Cost of Living Adjustment," which reads: "The rates provided in this agreement are to be the rates payable under this agreement until the 31st day of October, 1922, and thereafter the rates payable under this agreement shall be ascertained in the following manner: On the first of November, 1922, and thereafter on the first of February, first of May, first of August, and first of November, of each year, during the currency of this agreement, the minimum rates of wages per day for adult employees shall be increased or decreased (as the case may be) by the difference between the Purchasing Power of Money—Index Number Equivalent Rate of Wage per day (food, groceries and rent for Melbourne for the quarter ending June 30, 1922) and the corresponding Index Number Equivalent Rate of Wage per day for the Quarter ending September 30, December 31, March 31, and June 30, respectively. The agreement was made in June, 1922, to continue until March 31, 1925.

PROSPECTIVE NEW PRINTERS HOME IN FLORIDA

Representatives of Florida printers' unions will urge the establishment of a new Union Printers' Home, to be located in Florida, in addition to the Home at Colorado Springs, Colo., before the convention of the International Typographical Union in Atlanta, Ga., in August, according to information reaching headquarters of the international union here.

Supporters of the project suggest that the climate of Florida is especially salubrious for older persons and that a home located in that state could accommodate superannuated printers, while union members afflicted with lung troubles could be sent to Colorado Springs.

"In the perpetual sunshine of Florida's great outdoors where little shelter is required are found health, happiness and long life," a Palm Beach printer has written. "And contrary to the common idea, summer is as ideal as winter, heat prostration being unknown in the annals of the state department of health."

INTERTYPE NEWS SERVICE.

ORGANIZED LABOR GREATEST ARMY IN THE WORLD

Over 44,000,000 wage earners compose the greatest army in the world. The total membership of trade unions in 34 countries during 1922 was 44,136,355, according to a survey of the movement by the Canadian Department of Labor.

Germany leads the list of countries with 12,595,947 enrolled in the various labor organizations. Russia ranks second in numerical strength with a total of 6,857,000. Great Britain follows with 5,128,648 trade unionists. And the United States takes fourth place with 4,152,592 active members of the labor movement.

The following figures from the report show the trade union membership as reported from the various countries:

Australia, New Zealand and South Africa.....	874,187
Austria	1,128,125
Belgium and Luxembourg.....	946,466
Balkan States.....	2,626,309
Canada.....	276,621
China and Japan.....	410,688
Finland and Latvia.....	98,589
France.....	1,046,748
Germany.....	12,595,947
Great Britain.....	5,128,648
Holland.....	664,048
Hungary.....	342,577
India.....	500,000
Italy.....	2,099,900
Mexico.....	710,000
Poland.....	822,777
Russia.....	6,857,000
Scandinavia.....	827,890
South America.....	272,958
Spain and Portugal.....	1,405,113
Switzerland.....	349,172
United States.....	4,152,592

Australia predominates in the south Pacific group with approximately 700,000 enrolled in trade unions. The largest union membership in the Balkan states is reported from Czecho-Slovakia, where trade unionists number about 2,000,000. The report from South America covers only Argentine and Peru.

The full strength of the German sector of the labor front is curtailed by the terms of the Versailles treaty, which reduced German labor to the status of a conquered or enslaved people. The presence of hundreds of thousands of troops acting under the direction of the great industrialists of the allied nations prevents German labor from contributing its full share to the cause. In fact it is becoming generally recognized that unless German labor is relieved from this enslavement it will exist as a menace to the standards achieved by workers in France, England and the United States.

Forty-four million in spite of the falling away of fair weather members during the severe world depression of 1920-21 is a record which should put courage into every individual in the labor movement. The mere feeling of being one of so great a host is inspiring. Here are 44,000,000 men and women, workers in industry and in agricul-

ture, united by the common desire to achieve a better world for the producer than is granted under the present domination of the owners of capital.

The Canadian Department of Labor Survey, in giving 4,152,592 active members of the labor movement in the United States evidently does not include the Railway Brotherhoods, as the number given is barely the membership of the American Federation of Labor. However, the Fascist movement in Italy has worked to destroy the Italian trade unions and the addition to the number of the trade unionists in the United States would only offset the loss that has resulted in Italy, and would not materially change the total aggregate of 44 millions membership as given as the membership of the trade union movement in the various countries named.

THE RAILROAD WORKER.

LABOR DAY, 1923

By Frank Morrison,
Secretary, American Federation of Labor

On Labor Day, 1923, the organized workers are more conscious of their cause than ever before.

There can be no substitute for trade unionism because it grows out of the needs and experiences and necessities of the workers. It is not an artificial creation, nor has it been evolved from the brain of man.

It is a natural grouping of wage workers who are cemented by the same ideals and longings, the same opposition to social injustice and the same desire to improve their status in life. Those who would destroy us fail to offer a substitute for trade unionism. They promise much, but would deny that unity of action that has been the worker's protection and his hope.

In every instance the anti-unionist insists that he treat with workers as individuals. Occasionally, he forms a company "union" and dictates who shall represent employees.

If the trade unions accept individual bargaining, they sign their death warrant, for it is idle to talk of unity between workers if they agree not to function as an organization.

When the employer pleads for individual bargaining he strikes at the heart of trade unions. He would destroy the collective spirit of workers. He would make them impotent to correct injustice or protest against wrong.

Collective bargaining means more than wages and hours. It is a unity that begets confidence and equips workers for every activity that should interest good citizens.

When production was in the crude and laborious hand stage, individual bargaining would suffice. But not in an age of machine production and absentee ownership. Despite the excuses that surround it, individual bargaining does not make for willing associates in industry. It develops autocracy at one end of production and dependents at the other end.

As our country becomes more and more an industrial nation this problem becomes more

acute. It affects every citizen, because there is no prospect of industrial harmony while captains of industry maintain their anti-union attitude that employees shall be denied the right to present grievances collectively.

No citizen can escape the influence of this vicious system that often controls government, degrades the judiciary and denies constitutional rights to wage workers who would resist the serf practices of employers.

There is no constructive program more important than this demand of labor to control their lives. This demand is the first essential in any policy that would bring industrial concord and social peace.

ENGINEERS' BANK CONDUCTS EUROPEAN TRIP

Sailing early in July from Montreal on the new Canadian Pacific liner "Mont-laurier," members of a party comprising the first European tour ever conducted by a labor bank are leaving to visit the great capitals and noted scenery of the old world under the guidance of the Brotherhood of Locomotive Engineers' Co-operative National Bank of this city. Animated by its purpose to pass the good things of life long monopolized by the "upper crust" around to the workers, the Engineers Bank organized the tour at an unusually moderate price to make it possible for hundreds of workers and their families to realize a long cherished desire to see the great centers from which our civilization and our inherited ideals have sprung. The trip, according to officers of the Bank, covers the things most worth seeing in England, Scotland and France, with special excursions up the valleys of the Rhine and the Rhone Rivers, through the Austrian, Italian and Swiss Alps, and the famous Trossach Mountains and lochs in Scotland.

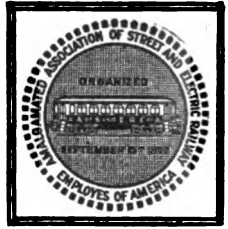
In addition to an inspiring sightseeing tour, the Brotherhood of Locomotive Engineers Bank has arranged for the party to visit the leading co-operative and trade union centers of Europe. The American Travellers will be especially entertained by leaders in these movements as well as by the political spokesman of French, Belgium and British labor. The tour will extend over fifty-two days, and is under the personal direction of Albert F. Coyle, Acting Editor of the Brotherhood of Locomotive Engineers Journal, who is intimately familiar with the countries and languages of Europe. Among the prominent friends of labor comprising the party are Herman E. Wills, National Legislative Representative of the Brotherhood of Locomotive Engineers and Congressman Robert Crosser, recently elected by the workers and common people of Cleveland to represent them in Washington during the next year.

A. A. CO-OPERATIVE COMMISSION.

We take out of the world nothing outside of our sins. Look well to what you put into yourself, into your mind.—Forbes Magazine (N. Y.).



The Motorman and Conductor



Official Journal of the Amalgamated Association of Street and Electric Railway Employees of America
PUBLISHED BY THE ASSOCIATION
Monthly, at 260 E. High St., Detroit, Mich.
W. D. MAHON, President
EXECUTIVE COUNCIL

W. D. MAHON	International President
WM. B. FITZGERALD	First Vice-President
P. J. O'BRIEN	Second Vice-President
W. S. McCLENATHAN	Third Vice-President
WM. P. JENNINGS	Fourth Vice-President
FRED A. HOOVER	Fifth Vice-President
GEORGE A. DEAN	Sixth Vice-President
P. J. McGRATH	Seventh Vice-President
FRANK O'SHEA	Eighth Vice-President
THOMAS F. SHINE	Ninth Vice-President
ALBERT E. JONES	Tenth Vice-President
JAMES LARGAY	Eleventh Vice-President
J. B. WILEY	Twelfth Vice-President
M. J. MURRAY	Thirteenth Vice-President
C. U. TAYLOR	Fourteenth Vice-President
L. D. BLAND	International Treasurer
GENERAL EXECUTIVE BOARD	
EDWARD McMORROW	A. H. BURT
MAGNUS SINCLAIR	WILLIAM F. WELCH
P. J. SHEA	J. B. LAWSON
JOHN H. REARDON	WM. B. FITZGERALD
R. L. REEVES	Secretary

Correspondents will please address all communications for publication to R. L. REEVES, Editor.

Subscriptions payable to W. D. Mahon, Pres. dent.

Subscription
Per Annum, \$7.50 Single Copy, 10 cents.

ARTICLES OF CONSTITUTION

Section 1. The objects of this Association shall be to organize Division Associations.

Sec. 2. To place our occupation upon a high plane of intelligence, efficiency and skill; to encourage the formation in Division associations of Sick Benefit Funds; to establish schools of instruction and examination for imparting a practical knowledge of modern and improved methods and systems of transportation and trade matters generally; to encourage the settlement of all disputes between employer and employes by arbitration; to secure employment and adequate pay for our work; to reduce the hours of daily labor and by all legal and proper means to elevate our moral, intellectual and social condition.

Unsigned communications cannot be published. Names of correspondents will not appear with their products unless by special permission of the correspondent. Matter for publication should be in not later than the 2nd of the month, and should be written on one side of the paper.



Labor Day is labor's day, instituted as a holiday at the instance of organized labor. It will be well observed this year.

The General Executive Board will meet in regular session at Association headquarters, 260 East High St., Detroit, at 9:30 o'clock A. M., Friday, August 24. The meeting will continue, concurrent with the 18th Convention.

It becomes a great problem for thoughtful managements of street railway properties to determine upon whether the way of least resistance to natural inclination is to respect the employes in their right of collective agreement—organization—or to contend in opposition to such organization. Those managements who are less thoughtful in solving the problem are found among those who follow the suggestion that the greatest profit comes of obstructing the employes in their endeavor for collective bargaining, to the end that the right is denied the employes and the inclination is pursued, and the pursuit is of the so-called open shop.

A general manager of an employing property that emphasizes a statement that "there will be no discrimination upon this property while I am manager, on account of any employe joining or not joining a labor union" with an intended, vigorous pounding of a table, should realize that his fist is driving upon an inanimate piece of wood. There is no mind beneath that stroke susceptible of impression. The expression is designed to convey an emphatic determination to so conduct the employing property under his management that absolute fairness, man to man, shall prevail in the employment. His purpose is to impress

his employes that there shall be no discrimination; that an employe who joins his associate employes to function as an organization through collective agreement, will receive the same consideration that the employe who does not affiliate with his associate employes in their organization. What is the conviction? Can that manager stand neutral? His respect and consideration reaches out greater to one than the other. His sympathy may be with the weak—the one who would come to him for permission to join the union. His respect goes out to the strong who are of those who constitute the union. But he will follow his own inclination, subject only to such resistance as he may meet. He will pass favors according to his own inclination and his inclination is guided by his prejudice, and he is not without prejudice. He is not neutral upon the subject of the rights of men to organize and function in collective bargaining. The course he pursues will be far more emphatic than any blow he may inflict upon an inanimate object in the way of emphasis. We can demonstrate our inclination only by our acts and dealings with mankind. We are in a social life and our responsibilities reach out to others. We demonstrate our spirit of fairness, our consciousness of obligation to others, our generous inclinations and our selfish inclinations, by the course we pursue, by the part we take in the great social organism.

One cannot make expressions on any subject without making them in a tone of voice that will convey inclination of choice. The employer, or manager, who is opposed to unions, cannot say: "You do not have to join the union," in any tone of voice that does not carry with it his prejudice. One

even cannot say! "I am neutral on this subject," without exposing the fact that he is not neutral, as no one can be neutral upon any subject. The employer, or employing manager who has no real objection to the union of the employes under him, and is absolutely willing that the union should survive and be respected in its collective agreement character, cannot remark to an employe: "You do not have to join the union" without his voice carrying with it his own inclination impressive that he prefers harmony in the ranks of his employes and his voice will carry with it the understanding that the employe will better serve harmony in employment and be more appreciated as employe if he associates with his fellow employes, in their associate character. It is impossible for his voice to express neutrality. The employer, employing concern or its manager, the employes of which are 80 or 90 per cent organized—thoroughly organized—is undertaking a huge endeavor to destroy the organization by encouraging newly acquired employes to refrain from joining the associate character of their fellow employes. He can't fool all of those 80 or 90 per cent of the employes by presuming to be neutral and he is creating discord in the ranks of the employes that will not bid for the extreme success of the employing property. He is not bidding for co-operation in the productive end of the property he represents.

CONVENTION TRANSPORTATION NOTICE

July 30, 1923.

To the Officers and Members of the Local Divisions of the Amalgamated Association of Street and Electric Railway Employes of America.

Brothers:

I take this means of again communicating with you regarding Railroad Arrangements for delegates returning from the Oakland Convention that are traveling by the Southern Route through Los Angeles.

We have made arrangements with the Santa Fe Railway Company that if we have One Hundred and Twenty-five (125) delegates returning by the Southern Route through Los Angeles they will give us a special train from Los Angeles to Chicago by the way of the Grand Canyon with a one day stop over at the Canyon, if desired. The only additional cost in the fare going by the way of the Canyon will be Nine Dollars and Twelve Cents (\$9.12) and one night's additional sleeper. They will make arrangements to run the train directly up to the Canyon arriving there at three o'clock in the morning and leaving the same evening at nine o'clock giving the entire day there for sight seeing, at the Canyon. If it is not desirable to take the Canyon trip, that can be eliminated after the delegates meet at Oakland. It is the intention of the majority of the delegates of Division 241, Chicago, to return by this route and it will be very easy if delegates will purchase their tickets over the Santa Fe and Los Angeles

to secure enough to provide for the special train.

Delegates returning by the Southern Route and wanting to take advantage of this special train should purchase their tickets via Santa Fe from Los Angeles. Now those going out by the special train from Chicago and desiring to return by the special train from Los Angeles, it will be necessary for them to purchase their tickets over the following routes:

Leaving Chicago over the Northwestern to Omaha—Union Pacific from Omaha to Denver—the Rio Grande from Denver to Salt Lake—Western Pacific from Salt Lake to Oakland.

Leaving Oakland for Los Angeles, Southern Pacific from San Francisco to Los Angeles, the Santa Fe—from Los Angeles to Chicago or Kansas City, any of the delegates that may want to make changes for Eastern trains at Kansas City can make their route accordingly. To take advantage of the special train you will have to come Santa Fe at least to Kansas City, so remember this when purchasing tickets by the Southern Route if you desire to take advantage of the special train.

Those desiring to come back on special train from Los Angeles need not purchase their pullman tickets or side trip tickets to Grand Canyon until they arrive in Oakland, but if they desire to go that route it will be necessary for them to notify the Santa Fe Railway Company at once of their intention as the Company will have to provide sufficient number of sleeping cars and have them in readiness for the delegates at Los Angeles—so if you intend to return by this Southern Route on special train, notify—

Mr. C. C. Thompson, Passenger Agent
The Atchison, Topeka and Santa Fe
Railway Co.,

179 West Jackson Street, Chicago,
Illinois.

and tell him of the number of berths that will be wanted by your delegation so that arrangements can be made.

The time of this train leaving Los Angeles may be changed according to the time the Convention remains in session. It is scheduled at the present time to leave Los Angeles at one o'clock Thursday morning, September 20. The train will be ready for occupancy at ten o'clock on Wednesday night, leaving on that date the train would reach Grand Canyon at three o'clock Friday morning and would leave Grand Canyon again at nine o'clock Friday evening. It would reach Kansas City at six forty-five o'clock Sunday evening, and Chicago at Seven Thirty A. M., Monday morning, September 14. As stated above, this is subject to changes after we arrive in Oakland. Delegates desiring to go the Southern Route will also notify the General Office of that intention so we can assist them in making proper arrangements for this train.

With best wishes, I remain

Fraternally yours,

W. D. MAHON,
International President.

A PROCLAMATION Labor Day and Labor Sunday Observance Throughout America

Having regard for the need of keeping constantly before the masses of our people the highest ideals of our labor movement and the requirement of our people for the complete fullness of life in all things, the Executive Council of the American Federation of Labor declares as follows:

The labor movement of America demands for all of our people the full benefit of the life giving forces of our marvelous civilization through constantly increasing wages and improvement of working conditions and through a reasonable and proper reduction in the hours of work.

The labor movement of America demands for the wage earners and for all who serve usefully in any capacity, a sound and just economic basis for life and freedom in the fullest meaning of those terms.

The labor movement of America has ever had high regard for the development of the ethical and the spiritual in life, realizing the right of all humanity to partake freely of the great satisfaction that comes to enrich life as a result.

The labor movement of our country, recognizing the fact that all freedom and all higher development of life, rest upon first providing assurance of the essentials of existence, has first demanded economic justice as a basis for all other things.

But the labor movement has always taught that the material is essential to something higher, and that the inspiration of our movement has its deepest springs in something above and beyond the material.

The labor movement strives for economic improvement with unrelenting zeal and fidelity because economic improvement is the first fundamental requisite; but it holds out to all mankind a flaming torch lighting the way to a greater fullness of life, to complete realization of the finer and nobler aspirations of the mind and soul.

The labor movement fixes as its goal nothing less than the complete richness of life, without limitation of any kind, the attainment of the complete human ideal, in all of its economic, ethical and spiritual implications.

Through the inspiration of our labor movement, the Sunday preceding Labor Day, which is the first Monday in September each year, has come into general national observance as Labor Sunday. On this day it is fitting to give thought to the aspirations of Labor and to find in what way the soul of Labor may give thought and expression to its longings.

Because of the aims and aspirations here set forth, we hold it fitting that all churches draw close to their altars the soul of Labor on the coming Labor Sunday and that the men and women of labor everywhere make special effort to co-operate with the churches and to secure the co-operation of the churches with them, in order that there may be in the churches everywhere on that

day, a great unison of expression in behalf of a higher, nobler life for the masses of our people; and in order that there may be everywhere a consecration to the cause of human betterment, particularly in those things that lead to ethical and spiritual growth—in those things that give flower and fruit to the great ideals of our labor movement, the embodiment and the expression of the idealism of our people.

May Labor Sunday each year bring home to the masses of our people the great good that humanity may yet achieve, the lofty heights to which it may climb, the inspiration and the enrichment to be found in the great American labor movement which is the hope of the millions who toil.

We ask also that Labor Day, the great holiday of the toiling masses, dedicated to them and to their cause, be ennobled and enriched by an expression of the same spirit, the same high idealism and purpose, the same uplifting, inspiring search for the fullness of life and the same determination to achieve triumph over all ills and wrongs through our great movement in its ethical and spiritual aspects, as well as through its purely economic operations.

A. F. of L. EXECUTIVE COUNCIL.

The Farmers' National Council, Benjamin C. Marsh, Executive Secretary, gives out the information that the U. S. Government this year will spend \$36 per capita for every man, woman and child of the 110 million population of the U. S., and calls attention to the fact that the war was over nearly five years ago—"all but paying for it." Government statistics on the equation of families is that the average American family averages 4.6 persons. Workers' families, of course, are larger, but basing the computation upon the average, it means \$165.60 for each family to contribute to the Treasury of the United States. This is an average of \$160 more than pre-war times. This is not the only increase in taxation resulting from the late world war, and as this particular tax is so shaped that it falls wholly upon the consumer it is a very moderate estimate that the wage worker must pay in excess of \$20 per month in the way of federal government tax and even more than that in the way of state, county and municipal tax, which also ultimately falls upon the consumer.

LABOR PRESS NOT FOOLED BY COMMUNISTS' NEW NAME

Washington, July 21.—"Slick" publicity men of the communist party are having hard sledding with the labor press of this country, which refuses to publish Moscow propaganda now issued under the name of the federated farmer-labor party.

This is the 'steenth name the communists have assumed. They have called themselves left wingers, revolutionists, workers' party, and what not. Now they are masquerading as the federated farmer-labor party.—A. F. of L. News Service.

FROM LATE REPORTS OF INTERNATIONAL OFFICERS

Int. President W. D. Mahon to whom, with President Elliott G. Stephenson of the Detroit United Railways was left the wage fixation for the D. U. R. members of Divs. Nos. 26, Detroit; 90 Port Huron, and 111, Ypsilanti, following the holding of conferences with the officers of the company, prepared for submission to the members of the respective Locals for a referendum vote a proposition for an increase of ten per cent—6 cents per hour upon the various systems. He left the submission of this subject to the membership with the Joint Board of the three Locals and Int. Vice-Pres. Wm. B. Fitzgerald as he was called to Cincinnati to give his personal advice upon the wage situation affecting Division No. 627, Cincinnati, Ohio, where the company had offered a 3 cents per hour increase in wages. This situation was under the immediate advisement of G. E. B. Member P. J. Shea. The Local rejected the 3 cents per hour offer and the wage was submitted for arbitration. From this situation he went to Chicago, Ill., where previously he had associated with the officers of Divisions 241 and 308 and brought the wage adjustment to the stage of arbitration. The case of Division No. 241 was first taken up, hopeful that an award upon this situation may be resultful of a settlement in the interest of Division No. 308, without arbitration. He assisted in submitting the case to the arbitration board and per his report of July 20, the case was pending an award by the arbitrators. The arbitrators in this case are Mr. James Sheehan, chosen by the company, Hon. MacClay Hoyne, chosen by Division No. 308 and corporation Counsel Francis X. Busch, who is serving as third or presiding arbitrator. The arbitration of the wage upon the elevated road in the interest of Division 308 will await the award of the wage rates upon the surface lines. Upon the M. O. Branch of Division 26, Detroit, the two arbitrators, Judge E. J. Jeffries and Attorney Frank D. Eamon had yet failed to appoint a third arbitrator, pending their endeavor to agree upon an award without the third arbitrator. Proposed to the committee representing the M. O. Branch of Division 26 was the acceptance by the city of the D. U. R. wage agreement. Upon receipt of this proposition the D. U. R. wage agreement was reshaped to apply to the Detroit city lines and has been returned to the arbitrators to await advice as to whether it will be accepted or not. In the event that this proposition is seriously made an agreement will be made with the city covering wages and working conditions for a period of one year.

First Int. Vice-Pres. Wm. B. Fitzgerald, reports upon the Schenectady strike involving the members of Div. 576 that the company obtained a temporary restraining order from the supreme court prohibiting the operation of automobile transportation service in the interest of the people of Schenec-

tady. Later this case was brought before the county court who set aside the injunction and this relieved the automobile service from injunction restraint. The company is operating cars in Schenectady without patronage. The situation is under the immediate direction of Int. Vice-Pres. James Largay. Vice-President Fitzgerald associated with Divisions 282, 380 and 582, Rochester, Syracuse and Utica, N. Y., in advisement upon their proposed renewal of agreement. An agreement was affected yielding 5 cents per hour increase in wages. He visited Buffalo, N. Y., in the interest of Division No. 623, the members of which are yet locked out by the Buffalo street railway company. He reports that the Buffalo service is demoralized, although the company is rendering about a 60 per cent normal service, with very limited patronage. The Local is maintaining its position in protest of the lockout and the company has just been turned down in an application for an increase in fares by which it was expected they would redeem a part of the enormous losses the property has sustained as a result of the lockout. Upon his return to the General Office he took up the Detroit Street Railway situation involving the members of Division No. 26, M. O. Branch, the proposed increase in wages pending arbitration proceedings. He held several conferences with Judge E. J. Jeffries, the arbitrator of the employees, upon this situation, and the case is now pending the action of the city upon what is purported to have been a proposition from the Street Railway Commission that the Commission would accept the recently worked out D. U. R. agreement. He also assisted the Joint Advisory Board of Divisions 26, 90 and 111, Detroit, Flint, Port Huron, Ypsilanti, Ann Arbor and Pontiac, in the submission of the wage settlement prepared for submission by the International President to the members for a referendum vote. He reports that the propositions prepared for presentation to the men by President Mahon have been accepted by a majority vote of the members. At the close of his report of July 20, the M. O. wage arbitration was yet pending.

Second Int. Vice-Pres. P. J. O'Brien assisted Division No. 269, Danbury, Conn., upon agreement work. An agreement was worked out, except the wage provision, which was submitted for arbitration. The Local chose as its arbitrator Attorney James H. Vahey. This case was pending at the construction of the arbitration board, per the report of Vice-President O'Brien of July 7. At Port Chester and White Plains, N. Y., he assisted Divisions 481 and 716 upon agreement work. A wage adjustment was affected yielding 5 cents per hour increase to the members of the two Locals, with 7 cents per hour for one-man cars in addition to the wage rates for two-man cars.

Fourth Int. Vice-Pres. W. P. Jennings, who was assisting Division No. 279, Ottawa, Ont., upon wage adjustment work at the close of his last report was later as-

sisted by G. E. B. Member Magnus Sinclair in this work and a settlement was effected with improved working conditions.

Eighth Int. Vice-Pres. Frank O'Shea rendered assistance to Division No. 788, St. Louis, Mo., upon wage agreement work. He also assisted Divisions 125 and 805, E. St. Louis, Ill., upon arbitration of the wage dispute between those Locals and the employing company. Per his report of July 8 this case had been advanced by the presentation of the evidence in the interest of the employes and was in the stage of presentation of evidence by the employing company before the arbitration board.

Tenth Int. Vice-Pres. A. E. Jones reports that after conferring with the President of the Springfield, Ohio, street railway company, the wage increase application of the Local was deferred to September. He visited Lima, Ohio, from where he reports that Division No. 759, sometime since received an increase of 4 cents per hour increase in wages, effecting wages of 39¢ to 50¢ per hour with the spread covering 5 years, after which the maximum rate prevailed. The endeavor to obtain a further increase was abandoned. At Mansfield he assisted Division No. 389, upon agreement work. Per his report of July 7, a settlement was effected by which an increase of 4 cents per hour obtained to the members of the Local and improved features of the wage agreement were obtained. With this increase in wages and improvement in the working conditions the agreement was signed for another year.

Eleventh Int. Vice-Pres. James Largay, who is in charge of the affairs of Division No. 576, the members of which suspended work as a protest of discrimination, reports that an industrial investigation has taken place by the State Industrial Commission, the Chairman of which is endeavoring to yet effect a settlement. He reports that the injunction restraining the operation of automobiles for transportation has been dissolved by the County Court. This injunction was granted by the Supreme Court. This released the automobiles that are now supplying Schenectady with transportation service. However, the company has appealed the decision of the County Court in this case but pending the appeal, automobile service will prevail. Per his report of July 8, no immediate settlement was in sight. The company is operating some cars with strikebreakers, but they are without patronage.

Int. Treasurer L. D. Bland assisted Int. President W. D. Mahon and Division No. 241 upon wage arbitration work affecting the members of the big Chicago Local. The case has been submitted to the arbitrators by President Mahon and is now awaiting an award.

G. E. B. Member Edw. McMorrow assisted Division No. 192, Oakland, Calif.,

upon wage agreement work, per his report of July 8, and settlement had been reached and renewal of agreement signed, carrying to the members of Division No. 192, three cents per hour increase in wages. This fixes the wage rates upon the city lines at 49 cents per hour for the first 3 months service men, 52 cents per hour to those of the next 9 months of service, and 56 cents per hour for those of one or more year of service with 5 cents per hour additional for one man car. Upon the interurban service the rates are 51 cents for the first three months service, 54 cents for the next 9 months of service, and 58 cents for those of more than one year of service. Overtime is paid at the rate of time and one-half. While in Oakland, Board Member McMorrow attended a meeting of Division 818 of the Maintenance and Repair Department of the Oakland Railway and reports the Local in excellent shape.

G. E. B. Member Magnus Sinclair, upon his arrival in Ottawa, Ont., found that Division No. 279 was involved in a refusal of the company to abide by a recently awarded wage scale and service day that had been granted by a conciliation board upon the case under the Canadian Industrial Disputes Act. This award granted to the members of the Local an 8-hour day with 6 cents per hour increase in wages. The company had refused to accede to this award and had further refused to deal with the organization. The situation was serious. He was able, with the assistance of International Vice-Pres. Jennings and the Local Officers, to bring about a renewal of the old agreement upon a 9-hour day basis, with some improvements in the working conditions. Per his report of July 8, the agreement had been effected and a strike averted.

G. E. B. Member P. J. Shea, upon the rejection of 3 cents per hour increase in wages by the members of Division No. 627, Cincinnati, Ohio, and the submission of the wage proposition to arbitration, is assisting the Local in preparation for arbitration. The arbitrator chosen by the Local is Attorney James H. Vahey, of Boston. The arbitrator chosen by the company is Judge J. Weld Peck. Per his report of July 15, this case was pending the selection of the third arbitrator. He assisted the members of Division No. 627, employed upon the C. G. & P. road at Bethel, Ohio, in an endeavor to obtain a collective agreement. However, he reports that an individual arrangement was made that has been accepted by the members. He associated with Division No. 628, Covington, Ky., upon agreement work, the result of which is that the Covington and Newport Company will accept the outcome of the arbitration of the wage in the interest of Division No. 627, Cincinnati.

G. E. B. Member John H. Reardon assisted Division No. 174, Fall River, Mass., and associate Locals upon the E. Mass. Railway property, upon the matter of arbi-

trating the wage dispute between the associate locals and the employing company. This case was before Attorney James H. Vahey, the arbitrator chosen by the Locals, Attorney Fred A. Cummings, chosen by the Company, and former State's Attorney H. C. Attwell as the presiding attorney. The evidence was in submission and award was being awaited per the report of Board Member Reardon of July 15. At Boston he assisted Division No. 589, upon agreement work. The company tendered an offer of an increase of 4 cents per hour. This was rejected and the wage dispute has been submitted for arbitration. He assisted Division No. 600, Waltham, Mass., in the arbitration of a dismissal case, which is pending the award. He also assisted the Local upon wage agreement work, and upon failure to agree upon the wage scale this subject was submitted for arbitration, and per his last report, was awaiting the construction of an arbitration board. He visited Holyoke, Mass., where he assisted Division No. 537, upon agreement work and a seniority dispute that had arisen within the Local. At Springfield he visited Division No. 448, where a meeting was held at which was discussed a general strike in the interest of telephone operators who were on strike. An occasion for this protest of organized labor was that the city police of Springfield had roped about the telephone buildings and were denying the right of telephone girls to picket the plant. As a result of the protest of the Trades Council and the threatened general strike, the rope barricade erected by the police about the telephone buildings was taken down and a more liberal attitude was shown to the pickets of the striking telephone girls. This relieved the situation of the threatened general strike.

G. E. B. Member Allen H. Burt, per his report of July 16, was at Denver Colo., at the home of his mother-in-law, where he was rapidly recovering from his recent affliction.

G. E. B. Member Wm. F. Welch reports the completing of negotiations for a wage increase in the interest of Divisions 812, Clarksburg, and 813, Fairmont, West Virginia. The agreement carries with it an increase of 5 cents per hour in wages. Per his report of July 13 he was at Wheeling, W. Va., where he had investigated an application of the Elm Grove Branch of Division No. 103 for a separate charter. His report will later be referred to the International President. He also had for adjustment a dispute on seniority adjustment which was pending per his report of July 14.

G. E. B. Member James B. Lawson was successful in assisting Division No. 961, Alexandria, La., upon agreement work. An agreement was obtained per his report of July 4, by which the members of the Local received improved working conditions and time and one-half for overtime, with the former wage rates.

EXPENSIVE ONE-MAN CAR ACCIDENT

The New York American gives an account of a case brought by a fireman who was injured in a trolley accident involving the operation of the one-man car in New York City. The jury gave a judgment in the sum of \$50,000 for injuries sustained by the fireman. It will require a long time in the operation of one-man cars even in New York City to refund the \$50,000 to the street car company in savings in the operation of that type of car.

The New York American gives the details of the case as follows:

A record verdict for a fireman who was permanently injured as a result of the negligence of a one-man trolley motorman was returned yesterday by a jury before Justice Edward J. Gavegan. Fireman Louis Christman was awarded \$50,000 against the Union Railway Company. Christman is married and resides at No. 311 East One Hundred and Sixty-third street.

Testimony was permitted to be brought out by Thomas J. O'Neill, of No. 258 Broadway, attorney for the disabled fireman, through the rulings of Justice Gavegan, which showed multiplication of duties which the operators of one-man trolleys have inherited through the installation of the labor-saving trolleys.

Duties of Motorman

O'Neill showed Justice Gavegan and the jury that:

With his hands a motorman must make change, issue transfers, open and close doors and make out his receipt card while operating the trolley.

With his feet, he controls the operation of the car, in addition to clanging the bell.

It was also shown that the car operators are placed in the left side of the car, instead of in the middle, and that they must sit down, instead of standing, so that they may have a better view of the road ahead and the side streets.

The testimony given before Justice Gavegan was that Fireman Christman, with his company, was responding to an alarm of fire at Lincoln Hospital on January 13, 1921. Crossing One Hundred and Forty-first street at St. Ann's avenue, the truck was struck by the one-man trolley. Christman and two other firemen were hurled to the street.

Incapacitated for Life

As a result of the accident, it was shown to Justice Gavegan, Christman suffered a dislocated left shoulder, which has resulted in a permanent paralysis of the muscles of the arm. He also received an injury to the leg which shortened the limb several inches and requires Christman to wear a specially made shoe, weighing eight and a half pounds. He is incapacitated for life.

It was shown that the motorman had disregarded a warning to stop, made by a policeman, and had not heard the siren and clanging of the bell on the fire apparatus.

STRIKES AND LOCKOUTS

St. John, N. B.—Division No. 663 now holds the record of having conducted an active campaign in protest of a lockout over a duration of time heretofore unknown in the history of any Local Division of the Amalgamated Association. The members of this Local were locked out June 29, 1921 and are now in their third year of active effort to establish the right of collective bargaining. We have kept ourselves well before the people and in that way we have kept our principle alive in the sympathies of the public. The employing property has changed hands but the situation recalls the old Aesop Fable about The Ant and the Man. There is yet no profit in the operation of the street railways for the stockholders, and so long as they maintain their antipathy towards the rights of wage earners there will be no profit. The course of the company is too undemocratic to invite the support of the public.

Buffalo, N. Y.—The members of Division No. 623 have now well started on their second year in protesting the despotic attitude of the Buffalo Street Railway management, its directors, stock and bondholders. The company has incurred the disapproval of the people and every creditable mentor published in the city. The Mitten Management has demonstrated what it can do in the way of tearing down a property. The battle sometime since reached the stage of the possibility of the duration of the parties to the contention. The property is practically bankrupt. The members of Division No. 623 are no nearer bankruptcy than the day they were locked out by a despotic management. The boys are yet fighting for the rights of collective bargaining.

Schenectady, N. Y.—Division No. 576 suspended work May 17. We are now well in the third month of contest. Our effort is being put forth in the interest of organization and collective bargaining. There have yet arisen no discouraging features and we intend to continue the effort until it may be determined whether right will rule, or whether right must submit to wrong. The Chairman of the State Industrial Commission has made an investigation of this situation. He has met proposals for adjustment of the situation but the management has little respect for state authorities, only when their particular interest is served by state authorities. Just what the outcome will be at the present time is problematical, but we believe we will win the right of citizenship and the right for wage earners to be respected as citizens. We are being assisted by Int. Vice-Pres. James Largay, who is doing everything he can to pilot the situation in the direction of an early settlement.

Ithaca, N. Y.—Division No. 201 suspended work July 1. We had applied to the employing company for an increase in wages. To this the management turned a

deaf ear. We used all the possible persuasive powers available to avoid suspension of work, but the situation warranted more wages. We even extended the time of the expiry of our agreement 48 hours. This evidently was taken as a sort of bluff and to demonstrate that we were serious we suspended work. After six days of negotiating at the instance of various civic authorities and societies, we finally succeeded in effecting a renewal of agreement with two cents per hour increase. This is the first suspension of work in which Division No. 201 was ever involved, in the 22 years of our existence as an organization. We hope it may be 22 years more before we again feel that we should resort to this means of obtaining consideration. The increase fixes the new wage rates as follows: For the first 6 months men, 43 cents per hour; for the second 6 months, 44 cents per hour; for the second year, 45 cents and for those of two or more years of service, 46 cents per hour. This will help a little but it is not really what we had fixed upon to obtain. The situation was handled by President Wm. Hibbler, Secretary Dan. MacGillivray and their associate officers. However, we are all together as one family and every man who stood loyally by his colors is entitled to credit for the results obtained. Work was resumed July 6.

Garment manufacturers who contract for prison labor are given out as follows: Sterling Mfg. Co., shirts and aprons, Connecticut and Tennessee State prisons; Reliance Mfg. Co., shirts, overalls, rompers, Kentucky, Wisconsin, Wyoming, Oklahoma and Alabama State prisons and reformatories; Oppenheim Co., shirts, Delaware and New Castle Co. workhouses; Worthy Mfg. Co., shirts, Kentucky State prison; Monarch Mfg. Co., clothing, Maryland State prison; Standard Overall Co., Maryland State prison; Baltimore Shirt Co., Maryland House of Correction; Hercules Clothing Co., Maryland House of Correction; Star Clothing Co., Virginia State prison; J. Gordon, shirts, W. Va. State prison; Kleeson Co., overalls, W. Va. State prison; D. M. Oberman Co., shirts and overalls, Nebraska State prison, and Salant shirts, Rhode Island State prison. These concerns contract with the various states for prison labor, aggregating 4,317 convicts. The Sterling-Reliance Mfg. Cos., employ a little more than one-half of the 4,317. These concerns make vigorous inroad on the garment workers trade with unfair competition.

THE AVERAGE EMPLOYEE

A splendid find has been made by a labor arbitration board in Chicago. "The average employee" has been discovered—that American type of workman who can be thought to accurately represent the majority of toilers in service, views of employment and sense of responsibility.

Miles Callahan—streetcar motorman for 18 years, head of a family of five, home-

owner, union member and loyal defender of his employing corporation in many of its interests—is "the average worker," the special body seeking to arbitrate a dispute between traction interests and carmen has decided. And the description given will cause the American public's heart to warm toward the man.

For he is the type of wage-earner best known. That man's children go to school and church; his wife keeps a good home, and finds a little time to get acquainted with her neighbors. The man is a voter. He attends sessions of the Community Betterment club, and favors its more practical endeavors. The boys and girls of the family will have a much larger part in the city's life some years hence than the parents now undertake.

The "average employe" is really the "average citizen." He is one of the most important factors in human affairs. There never has been too many of him, and there never can be—even if his increasing numbers make him something more than "the average."—St. Louis Post-Dispatch.

Disbursements from the Death, Disability and Old Age Benefit Fund during the month of June, 1923, were made to beneficiaries on death claims as follows:

Death Benefits

Mrs. Frank L. Forbes, beneficiary, death claim of Frank L. Forbes, deceased, late member of Div. No. 22, Worcester, Mass.; cause, Chronic Myocarditis, Nephritis and Vascular Hypertension.....	\$800.00
Mrs. Elizabeth Brady Hitch, beneficiary, death claim of James Brady, deceased, late member of Div. No. 26, Detroit, Mich.; cause, Cardiac Decompensation.....	800.00
Mrs. Josie Lautenslager, beneficiary, death claim of William Lautenslager, deceased late member of Div. No. 85, Pittsburgh, Pa.; cause, Pneumonia and La Grippe....	800.00
Mrs. Agnes Rollason, beneficiary, death claim of John J. Rollason, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, Pulmonary Tuberculosis.....	150.00
Ferd Montague, beneficiary, death claim of Theodore Montague, deceased, late member of Div. No. 98, Akron, Ohio; cause, Suicide by Poison.....	250.00
Mrs. Florence Meeker, beneficiary, death claim of W. A. Meeker, deceased, late member of Div. No. 98, Akron, Ohio; cause, Pneumonia.....	800.00
Sophia Bridle, beneficiary, death claim of George Bridle, deceased, late member of Div. No. 109, Victoria, B. C.; cause, Infective Endocarditis with complications....	800.00
Agnes Dennison, beneficiary, death claim of J. Dennison, deceased, late member of Div. No. 113, Toronto, Ont.; cause, Arterio Sclerosis and Dropsy.....	800.00
Mrs. W. Brown, beneficiary, death claim of H. Brown, deceased, late member of Div. No. 113, Toronto, Ont.; cause, Meningitis and Bright's Disease.....	500.00
Mrs. Mary Ann Smith, beneficiary, death claim of Henry Smith, deceased, late member of Div. No. 113, Toronto, Ont.; cause, Carcinoma of Tongue and Cerebral Embolus.	800.00
Annie M. Frost, beneficiary, death claim of J. E. Frost, deceased, late member of Div. No. 113, Toronto, Ont.; cause, Bronchial Pneumonia.....	800.00
Carrie Moyle, beneficiary, death claim of Henry C. Moyle, deceased, late member of Div. No. 164, Wilkes-Barre, Pa.; cause, Aortic Aneurism.....	800.00
Mrs. Ethel Frost, beneficiary, death claim of Frank L. Frost, deceased, late member of Div. No. 192, Oakland, Calif.; cause, Pulmonary Tuberculosis.....	500.00
Mrs. Ophelia A. Siles, beneficiary, death claim of Arthur Siles, deceased, late member of Div. No. 194, New Orleans, La.; cause, Cardio-Renal.....	200.00
Amelia C. Bouchereau, beneficiary, death claim of Charles H. Bouchereau, deceased, late member of Div. No. 194, New Orleans, La.; cause, Chronic Cardiac Valvular Disease.....	75.00
Mrs. Georgie Burke Fabre, beneficiary, death claim of Robert B. Fabre, deceased, late member of Div. No. 194, New Orleans, La.; cause, Hemiplegia.....	200.00
George Franklin, beneficiary, death claim of Henry Franklin, deceased, late member of Div. No. 194, New Orleans, La.; cause, Tuberculosis of Lungs, Spleen, Liver and Kidneys.....	150.00
George E. Adams, financial secretary and treasurer of Div. No. 215, for beneficiary, death claim of P. B. Hammond, deceased, late member of Div. No. 215, Wheaton, Ill.; cause, Pulmonary Tuberculosis.....	800.00
Mrs. Mary Donahue, beneficiary, death claim of William Donahue, deceased, late member of Div. No. 235, Brockton, Mass.; cause, Pernicious Anaemia and Anaemia of the Brain.....	800.00
Mrs. Stella E. Bean, beneficiary, death claim of Irving E. Bean, deceased, late member of Div. No. 235, Brockton, Mass.; cause, Chronic Valvular Heart Disease, Myocarditis and Pulmonary Tuberculosis.....	800.00
Mary J. Hiller, beneficiary, death claim of Walter L. Hiller, deceased, late member of Div. No. 238, Lynn, Mass.; cause, Angina Pectoris and Acute Dilatation of Heart....	800.00
Mrs. Gertrude Wojciechowski, beneficiary, death claim of Joseph Wojciechowski, deceased, late member of Div. No. 241, Chicago, Ill.; cause, General Paralysis of the Insane.....	500.00
Mrs. Anna Disseldorf, beneficiary, death claim of Cornelius V. Disseldorf, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Organic Heart Disease.....	800.00
Mrs. Emma L. Thatcher, beneficiary, death claim of Orrin D. Thatcher, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Cerebral Hemorrhage.....	800.00
Mrs. Mary E. Howard, beneficiary, death claim of Richard R. Howard, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Empyema.....	800.00
Mrs. Minnie Wesbey, beneficiary, death claim of Charles E. Wesbey, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Myocarditis.....	800.00
Mrs. Margaret Tubrit, beneficiary, death claim of Thomas Tubrit, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Accident—Shock and injuries sustained by being crushed between cars, causing Septicemia.....	800.00
Mrs. Katherine Reimer, beneficiary, death claim of John C. Reimer, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Diabetic Gangrene.....	800.00
Mrs. Nellie Fairbanks, beneficiary, death claim of James E. Fairbanks, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Organic Heart Disease.....	800.00
Mrs. Elsie Wascher, beneficiary, death claim of William L. Wascher, deceased, late member of Div. No. 241, Chicago, Ill.; cause, General Peritonitis.....	800.00
Mrs. Ida Oswald, beneficiary, death claim of Frederick Oswald, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Myocarditis.....	800.00
Mrs. Mary Moloney, beneficiary, death claim of Michael J. Moloney, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Accident—Shock and injuries sustained by being crushed between two street cars....	250.00
Mrs. Salka Scholler, beneficiary, death claim of Alexander Scholler, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Bilateral Lobar Pneumonia.....	800.00
William Taber, financial secretary and treasurer of Div. No. 241, for funeral and tombstone expenses, death claim of William H. H. Gray, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Cancer of Rectum.	250.00
William Taber, financial secretary and treasurer of Div. No. 241, for funeral, tombstone, doctor, hospital and other expenses, death claim of Edward Skelly, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Mitral Insufficiency and Decom-	451.20

Mrs. Mae Enos, beneficiary, death claim of Henry Enos, deceased, late member of Div. No. 268, Cleveland, Ohio; cause, Angina Pectoris.....	600.00
Millard J. Whidden, financial secretary and treasurer of Div. No. 270, for beneficiary, death claim of Daniel S. Griffin, deceased, late member of Div. No. 270, Gloucester, Mass.; cause, Apoplexy.....	800.00
Augusta Timmreck, beneficiary, death claim of August Timmreck, deceased, late member of Div. No. 281, New Haven, Conn.; cause, Pulmonary Tuberculosis.....	800.00
Mrs. Wilhelmina Geadke, beneficiary, death claim of Wilhelm Geadke, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Cerebral Hemorrhage and Nephritis.....	500.00
Wm. S. McClenathan, secretary-treasurer of Div. No. 308, for beneficiary, death claim of James J. Fahey, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Accident—Shock and concussion from skull fracture caused by being struck and knocked down by street car.....	250.00
Mrs. Antoinette Bretall, beneficiary, death claim of H. F. Bretall, deceased, late member of Div. No. 308, Chicago, Ill.; cause, La Grippe, Myocarditis and Chronic Interstitial Nephritis.....	800.00
Mrs. Johana McNicholas, beneficiary, death claim of A. D. McNicholas, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Angina Pectoris.....	800.00
Mrs. Mary Schroeder, beneficiary, death claim of Henry E. Schroeder, deceased, late member of Div. No. 329, Dubuque, Iowa; cause, Thrombosis of right femoral vein due to injury to right leg.....	800.00
Mrs. Bridget Jordon, beneficiary, death claim of Frank H. Jordon, deceased, late member of Div. No. 425, Hartford, Conn.; cause, Mitral Regurgitation.....	800.00
Minnie Custer, beneficiary, death claim of C. L. Custer, deceased, late member of Div. No. 441, Des Moines, Iowa; cause, Meningitis.....	500.00
Martha Lucas, beneficiary, death claim of W. H. Lucas, deceased, late member of Div. No. 441, Des Moines, Iowa; cause, Lobar Pneumonia and Nephritis.....	800.00
Margaret Lambert, beneficiary, death claim of Henry Lambert, deceased, late member of Div. No. 490, Yonkers, N. Y.; cause, Influenza.....	800.00
Kate A. Venable, beneficiary, death claim of Michael Venable, deceased, late member of Div. No. 496, Pittsfield, Mass.; cause, Sarcoma of fore-arm with Metastasis in neck, liver and stomach.....	800.00
Mrs. Margaret Sheridan, beneficiary, death claim of Peter Sheridan, deceased, late member of Div. No. 496, Pittsfield, Mass.; cause, Locomotor Ataxia.....	800.00
Daniel Hanley, financial secretary and treasurer of Div. No. 518, for payment of funeral expenses, death claim of William E. Morris, deceased, late member of Div. No. 518, San Francisco, Calif.; cause, Chronic Pulmonary Tuberculosis.....	150.00
Nellie Grant, beneficiary, death claim of Thomas Grant, deceased, late member of Div. No. 518, San Francisco, Calif.; cause, General Paralysis of the Insane.....	500.00
Anna Warton Praul, beneficiary, death claim of Emmer Praul, deceased, late member of Div. No. 564, Trenton, N. J.; cause, Arterio Sclerosis and Senility.....	800.00
Mrs. Nancy A. Williams, beneficiary, death claim of Ward E. Williams, deceased, late member of Div. No. 568, Erie, Pa.; cause, Tuberculosis.....	800.00
Mary McPherson, beneficiary, death claim of Benj. J. Lord, deceased, late member of Div. No. 576, Schenectady, N. Y.; cause, Dilatation of Heart, Mitral Regurgitation and Chronic Nephritis.....	250.00
Perry Hackler, financial secretary and treasurer of Div. No. 587, for administratrix of estate, death claim of R. H. Allen, deceased, late member of Div. 587, Seattle, Wash.; cause, Paresis.....	500.00
Clara Tischler, power of attorney for beneficiaries, death claim of Herman Tischler, deceased, late member of Div. No. 589, Boston, Mass.; cause, Myocarditis and Acute Dilatation of Heart.....	800.00
Bridget Cassidy, beneficiary, death claim of Patrick Cassidy, deceased, late member of Div. No. 589, Boston, Mass.; cause, Organic Disease of Heart.....	800.00
Catherine O'Hara, beneficiary, death claim of Patrick O'Hara, deceased, late member of Div. No. 589, Boston, Mass.; cause, Lobar Pneumonia.....	800.00
Mrs. Sadie E. Burns, beneficiary, death claim of David E. Burns, deceased, late member of Div. No. 589, Boston, Mass.; cause, Pulmonary Tuberculosis.....	800.00
Mary A. Caraher, beneficiary, death claim of James J. Caraher, deceased, late member of Div. No. 589, Boston, Mass.; cause, Interstitial Nephritis.....	800.00
Mrs. Louise Houldcroft, beneficiary, death claim of William Houldcroft, deceased, late member of Div. No. 589, Boston, Mass.; cause, Ruptured Ulcer of Stomach.....	800.00
Effie C. Hopkins, beneficiary, death claim of Arthur B. Hopkins, deceased, late member of Div. No. 589, Boston, Mass.; cause, General Tuberculosis.....	800.00
Rose Shea, beneficiary, death claim of Thomas Shea, deceased, late member of Div. No. 589, Boston, Mass.; cause, Acute Lobar Pneumonia.....	800.00
Thomas F. Harrington, power of attorney for beneficiaries, death claim of Dennis J. Harrington, deceased, late member of Div. No. 589, Boston, Mass.; cause, Pulmonary Embolus and Right Inguinal Hernia.....	800.00
Mrs. Catharine Lynch, beneficiary, death claim of Thomas J. Lynch, deceased, late member of Div. No. 589, Boston, Mass.; cause, Coronary Sclerosis.....	800.00
Mrs. Abbie Burleigh, beneficiary, death claim of Thomas W. Burleigh, deceased, late member of Div. No. 589, Boston, Mass.; cause, Chronic Nephritis.....	600.00
Mrs. Ella K. Ker, beneficiary, death claim of Herbert Ker, deceased, late member of Div. No. 589, Boston, Mass.; cause, Cardio Vascular Disease.....	600.00
Ired Coates, financial secretary of Div. No. 618, for beneficiaries, death claim of J. A. Jansen, deceased, late member of Div. No. 618, Providence, R. I.; cause, Bullet wound of head—Suicide.....	200.00
Maybel Richards, beneficiary, death claim of Ralph E. Richards, deceased, late member of Div. No. 618, Providence, R. I.; cause, Ruptured Appendix.....	500.00
Katherine Schlossin, beneficiary, death claim of Gustave Schlossin, deceased, late member of Div. No. 623, Buffalo, N. Y.; cause, Arterio Sclerosis and Cerebral Hemorrhage.....	200.00
Mrs. Cynthia A. Jones, beneficiary, death claim of William Jones, deceased, late member of Div. No. 628, Covington, Ky.; cause, Broncho-Pneumonia.....	700.00
Christena Smith, beneficiary, death claim of Owen Smith, deceased, late member of Div. No. 687, San Francisco, Calif.; cause, Endocarditis and Pericarditis.....	700.00
Laura A. Allen, beneficiary, death claim of H. Allen, deceased, late member of Div. No. 688, Washington, D. C.; cause, Cancer of Throat.....	500.00
Mrs. Ida Henke, beneficiary, death claim of A. Henke, deceased, late member of Div. No. 694, San Antonio, Texas; cause, Pulmonary Tuberculosis.....	600.00
Mrs. Daisy Skelley, beneficiary, death claim of R. M. Skelley, deceased, late member of Div. No. 702, Canton, Ohio; cause, Ulcer of Stomach following severe hemorrhages and Secondary Anaemia.....	500.00
Mrs. W. S. Dean, beneficiary, death claim of W. S. Dean, deceased, late member of Div. No. 732, Atlanta, Ga.; cause, Post-operative patial obstruction and Appendicitis.....	100.00
Mrs. M. H. Sewell, beneficiary, death claim of M. H. Sewell, deceased, late member of Div. No. 732, Atlanta, Ga.; cause, Double Lobar Pneumonia.....	400.00
Mrs. Elizabeth Abel, beneficiary, death claim of John Abel, deceased, late member of Div. No. 758, Tacoma, Wash.; cause, Angina Pectoris.....	100.00
Ethel Koehler, beneficiary, death claim of Charles Koehler, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Accident—Fracture of skull from falling off car and alighting on his head.....	400.00
Myrtle Myrick, beneficiary, death claim of E. H. Myrick, deceased, late member of	

Div. No. 788, St. Louis, Mo.; cause, Bronchial Pneumonia.....	500.00
L. A. Graesser, financial secretary and treasurer of Div. No. 788, to apply on funeral expenses, death claim of Thomas P. Cavanaugh, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Chronic Pulmonary Tuberculosis.....	250.00
Mrs. Rose Sharp, beneficiary, death claim of Alvah Clyde Sharp, deceased, late member of Div. No. 794, Wichita, Kansas; cause, Malignancy of Left Lung.....	400.00
Mrs. Stella Halsey, beneficiary, death claim of Benjamin F. Halsey, deceased, late member of Div. No. 812, Clarksburg, West Va.; cause, Apoplexy.....	400.00
Harry A. Peters, financial secretary and treasurer of Div. No. 819, to apply on funeral expenses, death claim of James Macauley, deceased, late member of Div. No. 819, Newark, N. J.; cause, Phthisis Pulmonalis.....	150.00
David Sinnott, beneficiary, death claim of Paul Sinnott, deceased, late member of Div. No. 821, Jersey City, N. J.; cause, Broncho-Pneumonia.....	200.00
Mrs. Nellie E. Westfall, beneficiary, death claim of George Westfall, deceased, late member of Div. No. 822, Paterson, N. J.; cause, Appendicitis with Gangrene and Peritonitis.....	200.00
Mrs. Elizabeth Foley, beneficiary, death claim of William Foley, deceased, late member of Div. No. 822, Paterson, N. J.; cause, Carcinoma Ovis.....	150.00
William E. Slater, beneficiary, death claim of Robert E. Slater, deceased, late member of Div. No. 855, Grand Haven, Mich.; cause, Unknown cause, body found lifeless on floor of Muskegon Heights Sub-station.....	250.00
Eula E. Belless, beneficiary, death claim of Jerry Belless, deceased, late member of Div. No. 822, Olympia, Wash.; cause, Cerebral Apoplexy.....	150.00
Mrs. Hannah Sorenson, beneficiary, death claim of Peter C. Sorenson, deceased, late member of Div. No. 900, Highwood, Ill.; cause, Intestinal Paralysis.....	250.00
Disability Benefits	
William H. Bernard, member of Div. No. 589, Boston, Mass.; cause, While working as blacksmith in shop of employing company was accidentally struck by a steel broom on his ankle, which had previously been injured while at work, causing permanent injury.....	800.00
Ollie Williams, member of Div. No. 878, Evansville, Ind.; cause, while operating sand car, draw was dropped down causing him to stop car in center of block and while near center of car working on brakes, an automobile came meeting car and ran over him, crushing right leg between knees and ankle and also left leg broken in five places between thigh and knee.....	150.00
William Brown Friel, member of Div. No. 942, Honolulu, T. H.; cause, Rear-end collision in barn while hooking up rear fender preparatory to taking out run, causing compound dislocation of one leg and compound fracture of other; amputation of right leg necessary midway between ankle and knee.....	100.00
Old Age Benefits	
Fred E. Allison, member of Div. No. 26, Detroit, Mich.....	800.00
Ira Newton Plumer, member of Div. No. 238, Lynn, Mass.....	800.00
James William Odell, member of Div. No. 256, Sacramento, Calif.....	800.00
Total.....	\$55,176.20

IN MEMORIAM

By Div. No. 103, Wheeling, W. Va.

Whereas, Our Heavenly Father, in His infinite wisdom has seen fit to remove from our ranks, our beloved and esteemed brother, Hugo Lewis, who was one of our shop-men, always on duty with kind word and a helping hand to all. We look to Thee for guidance and help, that we may pass through and realize that it is the All Wise and Divine Wisdom, that knows best, and, we trust that Thou wilt take care of our brother, who was faithful in his duty to the company as shop-man at the Island Car Barn; therefore, be it

Resolved, That we, the members of Division 103 will not forget the family, the love ones and friends of our stricken brother, Hugo Lewis. May Thy blessings and the consolation of Thy spirit and grace be with them. So hear and answer in accordance with our need, and in the abundance of Thy wisdom, love and power. We ask it in Jesus name and for His sake.

Resolved, That a copy be sent to the family, a copy spread upon the minutes, and one be sent to the MOTORMAN AND CONDUCTOR for publication.

WM. N. KITSON,
WM. J. MYLES,
T. A. SWAIM,
Committee.

By Div. No. 103, Wheeling, W. Va.

Whereas, As the hand of our Heavenly Father has, in His wisdom, removed from our midst our beloved brother, Hugo La Flam, who was a member of Local Division 103 for twenty-three or more years, also conductor for the Wheeling Traction Company, and, later conductor on the City Railway, a brother always on the job with a smile for his brother workmen and the passengers who boarded his car; therefore, be it

Resolved, That we remember him in our prayers, and that we offer our heartfelt sympathy to his beloved family. And that we let our hearts speak to our Heavenly Father in his behalf, that he will have the same place in our Father's house that he filled among us. We hope that Thou wilt hear our prayer, in accordance with Thy Will, Power and Love. We ask it in Jesus name, and for his sake. Be it

Resolved, That a copy of this be spread upon our minutes, a copy sent to his family and to the MOTORMAN AND CONDUCTOR for publication. July 17.

Committee,
WM. N. KITSON,
T. A. SWAIM,
WM. J. MYLES.

By Div. No. 362, Albion, Michigan

Whereas, Almighty God in His infinite wisdom, has seen fit to suddenly remove from our midst, our esteemed and beloved brother, Walter Green, and

Whereas, We, the members of Division 362, bow in humble submission to His Divine will, yet we feel the loss of a true and loyal friend, the company a faithful employe and his family, a loving father and husband, to all whom, we, the members of Division 362 extend our heartfelt sympathy and consolation in these trying hours of their bereavement; therefore, be it

Resolved, That, as a mark of esteem and respect for our departed brother we drape our charter in mourning for a period of thirty days, that a copy of these resolutions be sent to the family, the same published in the MOTORMAN AND CONDUCTOR, and entered in the minutes of our Division.

Signed WALTER WEDEL,
RALPH PETERS,
JOHN PELGRIM,
Committee.

By Div. No. 811, Norristown, Pa.

Whereas, Our Heavenly Father in His infinite wisdom has taken from our midst our beloved brother, Ashton Powell, who was a true and faithful member of the Association, a genial associate, devoted to his duty as an employe and was one whose life might well be emulated, therefore, be it

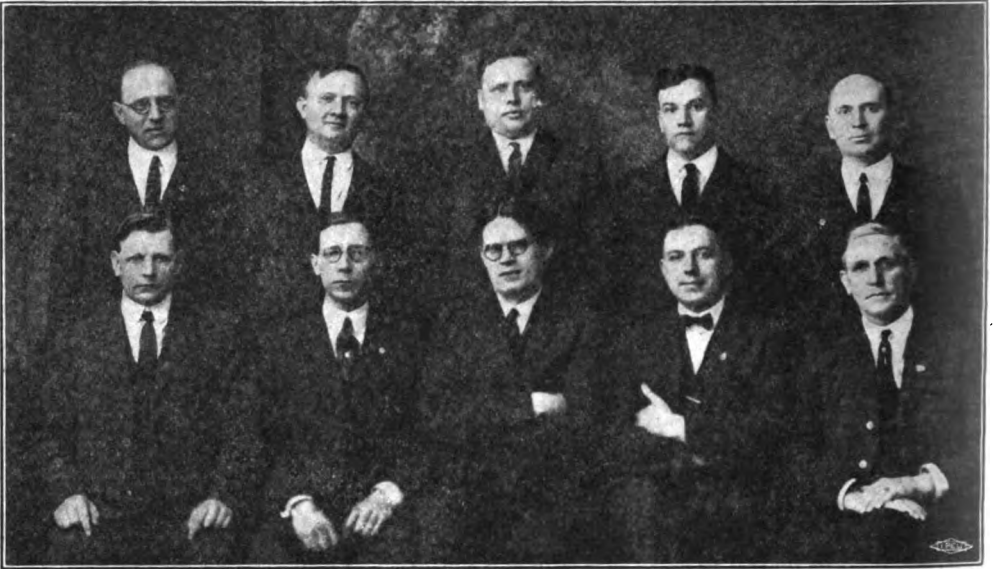
Resolved, That we, the members of Division 811, Amalgamated Association of Street and Electric Railway employes of America extend to the bereaved family and friends, our heartfelt sympathy and assure them that our grief is only second to theirs; further

Resolved, That our charter be draped for a period of thirty days, that a copy of these resolutions be sent to the bereaved family, to the MOTORMAN AND CONDUCTOR for publication and to be spread on the minutes of our Association.

Attest:
June 30. ARTHUR D. SHELLINGERGER,
Fin. Sec. Div. 811.

Naturally men move in line with their inclination in all matters of business and pleasure. This movement in line with inclination is pursued, subject to obstruction only, and then the course is modified only by the measure of resistance.

Edited by **Local Division Correspondents**



STAFF OF OFFICERS OF DIV. NO. 85, PITTSBURGH, PA.

Those represented in the above picture are: Reading from left to right, front row, seated, Recording Secretary T. W. Coleman, Business Agent J. L. Nelson, General Executive Board Member Edw. McMorrow, President David Finlay, Financial Secretary-Treasurer P. J. McGrath; Rear row, standing, Executive Board Members Milo Scott, Edw. S. Michener, John Younginger, G. M. Bechtle and F. Renziehausen.

The above officers and Board Members were the wage agreement committee that represented Division No. 85 in negotiating the recent new wage scale. They had one of the most difficult tasks with which Division No. 85 has ever been confronted. An unacceptable offer from the management was rejected by the Local and at first the management refused any further concession other than arbitration. The Local was opposed to arbitration at this time and insisted upon a substantial increase. Upon petition from the Local, General Executive Board Member McMorrow was dispatched to assist the agreement committee and with his assistance the committee was able to bring back to the 3500 members of the Local, a wage rate that was accepted by a referendum vote. The new wage scale that was agreed upon is 60 cents per hour for the first three months of service, 65 cents per hour for those of the next 9 months of service, and 67 cents per hour thereafter, with overtime at the rate of time and one-half. Upon the committee is recognized Secretary-Treasurer P. J. McGrath, who has participated in wage rate negotiations for the Pittsburgh Local for the last 18 years. Also Business Agent Nelson has participated in several of the later year wage negotiations and President Finlay is a man of previous wide experience in the affairs of the Local. The Local is to be congratulated upon its success in working out this renewal of agreement with a wage rate so unanimously acceptable.

OBTAIN WAGE INCREASE

Kingston, N. Y.—Division No. 953 held a special meeting June 18 to hear the report of our wage committee. The committee reported upon conferences held with our General Manager which resulted in an advance of four cents per hour. This was unanimously agreed to at the meeting. This increase establishes wage rates of 46 cents per hour for first year service men, 47 cents per hour for the second year service men, and 48 cents per hour to those of two years of service. The meeting extended a rising vote of thanks to our three wage committeemen.

We held a special meeting to determine the winner of the \$50 in gold that was offered as a premium in our recent endeavor to raise money to be represented at the Oakland Convention. One of the members drew tickets from a box, the fifth number

drawn being the lucky number. This number was 652. The holder of it was one Thomas Caughlin.

Brother Joe Lebert, better known as Slivers, left his regular run in the service of our company to accept a position with F. B. Matthews and Co., a wholesale house. He recommends "Lay or Bust" to all brothers who are in the poultry business.

Brother Tim was seen at our last special meeting. He managed to get a seat near the door.

During one of our electrical storms in June, our Company suffered a loss of approximately \$200 caused by some of our conductors who failed to pull the trolley pole from the wire while the power was shut off.

Did one of our members borrow Feeny's rubber goods from the powerhouse, and forget to replace them? If so, a speedy return will be appreciated.

—953.

RENEW WAGE AGREEMENT

Mansfield, Ohio.—Division No. 389 is now all set for another year. Our wage agreement negotiations resulted in a 4 cents per hour increase in wages. This makes our present wage rates on two-man city cars for first three months service men, 42 cents per hour; second three months, 44¢; third and fourth 3 months periods, 46¢; and after one year, 49¢ per hour. On the Shelby Line the new rates are 49¢ per hour for the first 6 months, 51¢ for the second six months, and 56¢ per hour to those of one year or more of service. One-man cars are paid 56¢ per hour. We still retain the 7¢ differential between the one and two-man cars, although the company endeavored to cut this to 5¢.

In negotiating our new wage agreement, we felt at one time that Mr. Blunk, our new manager, would maintain a stubborn attitude and make the situation serious. We, therefore, wired the International for the assistance of an International Officer. As a result, within two days, Int. Vice-Pres. A. E. Jones was with us, and we had the advantage of his experience and able advice in our further conferences, and we found that we had really been mistaken in the attitude of Mr. Blunk. Here we have always experienced most pleasant relations with the managing officials of our property, and we are now pleased to list Mr. Blunk in the roster of those for whom we have high respect and with whom we can co-operate in making this property a success.

Aside from the 4 cents per hour increase in the wage rates, we obtained in our agreement a 9-hour minimum service day pay and a clause pertaining to flagging crossings where one-man cars are operated, that gives the oldest employees of the railway department the preference in these jobs, with car men's pay. Several other minor improvements were obtained and we feel that a fair and square settlement has been made. Of course, we asked for a straight ten cents per hour increase but the improvements that we got in our agreement offset to some extent, the wage rate we anticipated. Many thanks to Brother Jones and our committee and we feel that the steadfast adherence of the members, of course, was the foundation upon which our wage increase and improved conditions were obtained, and we do not want to omit the evident purpose of Mr. Blunk. We found we had slightly misjudged him. He is frank and square in his dealings with us and we believe he is a man who will continue as he sees things at the present time.

We have some runs that the conductor works half way out and then these cars proceed as a one-man car, the conductor changing to another coming into the city. Heretofore this conductor has been paid two-man car rate. Now he will be paid at the flat rate of 56 cents per hour, the one-man car wage rate, as will also the motorman, who operates a part of the run as a one-man car operator.

So you can see that our Local is well set for another year.

—Cor.

OBTAIN WAGE INCREASE

Muscatine, Iowa.—The wage dispute of Division No. 599 and the employing company has been settled by the Mayors of Davenport and Muscatine who obtained an increase for us of 3½ cents per hour starting June 1. This advances our wages in Muscatine to rates of 46½ cents per hour for the first six months of service, and 48½ cents per hour thereafter, with overtime paid at time and one-half. Those who worked in our behalf we heartily thank for these good results.

Brother Harry Stevenson will miss his faithful 272 for sometime. The company thinks he is entitled to a new body in place of the old one.

Our company is re-painting and repairing all cars of the Muscatine city lines. We will soon have the best track and cars of any city in Iowa.

Brother Dillon is the proud owner of a new Maxwell car. The only thing missing to make the joy complete, is a good, long vacation with pay.

Brother Grover Lawrence, with his family is enjoying a vacation in Indiana. They went in his faithful Ford.

There is great rivalry among our boys with their autos. Brother Hathaway fears that Brother Dillon may junk his new Maxwell because of Brother Ruck having purchased a new Buick. Besides both make his new Ford look small.

Brother Husen recently enjoyed a vacation taken by auto to Ohio.

The new \$350,000 municipal lighting plant is now under construction. Some believe the city will be

\$375,000 short by the time it is completed. The city had an opportunity to accept a good price from our company on gas and electricity.

The general public is enjoying the swimming pool at Weed Park. Motormen and conductors touring this part of Iowa will find Weed Park a fine tourist camp.

—599.

WAY TO SUCCESS

Springfield, Mo.—Our regular meeting held in June was very well attended. About one-third were out. The boys seem to forget meeting night. When they want some grievance taken up, they are sure to remember. They never forget when help is needed.

Brother W. C. Nye and wife are the proud parents of a big baby girl.

Brother J. M. Gilbert is back on his run after a week of sickness.

Brothers Joe Hart, W. J. Mackey, P. C. Hayes and P. Cochran are breaking in on a one-man car. July all cars were started on the one-man operation here.

Brother B. F. Cockrun has been reported on the sick list.

Miss Louise Elaine, the daughter of Brother W. J. Mackey is spending the summer vacation in Willow Springs, Mo., with her grandmother, Mrs. Redding.

Brother Bob Williams had his car all worked over and painted.

Brother Haynes is very busy these days, picking cherries and selling them.

The company is rebuilding their car shed. It will hold about thirty-two cars and will cost \$25,000.

President Abbott Williams is building a new barn on his farm.

Brother J. P. Oliver's wife made a good race for the new auto which was given away by the "Landers Theatre."

The boys of 691 are donating all the way from \$2.50 to \$5.00 for expenses to send a delegate to the convention to be held in Oakland, Cal.

Brother D. H. Morris has purchased another fine bird dog since some one stole the one he formerly had. He is surely going to do some hunting this fall.

Brother A. B. Stubblefield had his teeth extracted and will now have new artificial grinders.

There will be several changes in this sign up. All the cars are one-man.

Our weekly passes are holding up fine. Let's all boost them as they are the most convenient method, in way of fares. When a fellow is running a car by himself, he has plenty to do in making change, punching transfers and answering all kinds of questions, such as: "Yes, sir," "No, mam," "next car," "yes, every fifteen minutes," and many other answers. So, boys, all boost these weekly passes and sell just as many more the next week than the week before. It is for your good, the public, and the company. And stop doing so much work that is unnecessary. Talk more about these passes than talking of some one around the barn and help make these weekly passes a great success. Every pass you sell helps to get over the road more on time.

What is Success?

It's doing your job the best you can
And being just to your fellow-man.
It's making money, but holding friends
And staying true to your aims and ends.
It's figuring how, and learning why,
And looking forward and thinking high
And dreaming a little and doing much;
It's keeping always in close touch
With what is finest in word and deed.
It's being thorough, yet making speed,
It's daring blithely the field of chance
While making labour a brave romance.
It's going onward despite defeat,
And fighting staunchly, but keeping sweet.
It's being clean and it's playing fair;
It's laughing lightly at Dame Despair.
It's looking up at the stars above,
And drinking deeply of life and love.
It's struggling on with the will-to-win
But taking loss with a cheerful grin
It's sharing sorrow, and work, and mirth,
And making better this good old earth;
It's serving, striving through strain and stress,
It's doing your noblest—That's Success.

So perhaps there will be success in converting all the St. Car boys, at the big tent erected across from the car barn for a big revival meeting.

ELECT CONVENTION DELEGATES

St. Louis, Mo.—Our last meeting in June was a meeting for the nomination of candidates for the 18th Biennial Convention of our Association to be held in Oakland, Calif. The boys turned out in full blast. One hundred and nine candidates were nominated. There were 15 elected. We will be well represented at the Convention.

We are stepping out a bit as we have purchased an entire block located at 101 North Grand Ave., one of the greatest thoroughfares west of the Mississippi. The purchase price was in excess of \$100,000. Our splendid organization is not worrying about the price as a very large portion of the purchase price has been paid and in the near future we hope to erect a building that will be a monument to the street railway men in the middle West, as well as to the entire Amalgamated Association. Every care has been taken by our officers to be sure that the title is perfect, that the Division will have no further trouble. When our building is complete we will invite the members of organized labor to view what an organization can do when properly conducted. It surely speaks well for our officers, as when they took charge of our treasury it was, financially speaking, a wreck.

We were pleased to again see our old friend Int. Vice-President Frank O'Shea with us at our last meeting. He is always a welcome visitor.

Second Vice-Pres. C. A. Mauer is yet under the doctor's care at St. John's Hospital, where he sustained an operation on one of his eyes.

Brother E. D. Ferguson, who sometime since fell from the top of a car in the shops at the West Division and suffered a dislocated hip, is recovering nicely at his home.

We wondered what attracted Brother G. A. Taylor of N. Broadway down in South St. Louis and drew him there so often of late. Now the mystery is solved. Miss Lottie Fink has become Mrs. G. A. Taylor and the whole bunch of 788 wish them a long, pleasant voyage in life.

Brother Chas. Truesdale had a recent experience while taking air at the N. Broadway station when lightning struck his car, rendering him unconscious. He was taken home. We hope to soon see him back on the job.

Brother Lem Gibbon has been on the sick list for sometime.

Brother Dan Higgenbotham will again soon be on the job. Dan had a long spell of sickness.

Our election was held July 7 and all took a great interest in it. Those elected in the order of the vote cast for them are: Brothers L. A. Graeser, H. C. Davis, M. J. Douglas, R. B. Armstrong, Thos. Moore, H. T. Adams, C. A. Shelton, G. E. Tipton, Harry Graves, Thos. Metcalfe, Wm. M. Underwood, E. L. Dulaney, T. L. Henage, B. J. Moran, and W. B. Loveless.

—788.

ON THE ONWARD MARCH

Seattle, Wash.—Local 587 is on the onward march with new members coming to the aid of human progress in their battle for better conditions.

Since last writing, our local has accomplished something to be proud of. Through some of the most enthusiastic members of our local, we gave a picnic paramount to anything we ever held. The celebration at Leschi Park on the 3rd and 4th of July was not only for our own enjoyment, but for the advancement of the city's interest. The two days frolic consisted of dancing, aviator stunts by Price Miller who leaped from a seaplane into Lake Washington and was rescued by a speedy motorboat and landed ashore among thousands of spectators. The returns of the Dempsey and Gibbons championship fight was announced from the grandstand by Perry Hackler, secretary and treasurer of our Local to the largest gathering that ever assembled at Leschi Park. Hot dogs and ice cold drinks were served on the ground. Every body had a good time. The financial object of this affair was to bring the international convention to this city in 1925, which is a worthy aim. The committee reported their efforts a social and financial success. This shows that Unionism is not a thing which exists only among working men, in its broadest sense it may be as persuasive as social grouping. It may exist wherever in society there is a group of men with consciousness of common need and interest apart from the rest of society.

What distinguishes trade unionism from other forms is that it expresses the view point and interest of groups wage workers. As a matter of fact, we have no lack

of unions of em-ployers, unions of merchants, unions of farmers and unions of professional men. The most curious thing is that men who, themselves, are members of one sort of a union in so many cases cannot be made to believe that unions of another sort are anything but unnatural and vicious products.

Remember that unions first appeared in this country about the seventeenth century, man as labor masters, and merchants they were organized to license or otherwise limit the number of legal crafts, one to regulate the quality of work and maintain the customary prices. So, men, you see there have been unions among the dominating class since the beginning of time. The laboring people were taught unionism in an indirect way by the business men of the country in order to make their own efforts a success. So, when the worker saw the game and organized to make his efforts a success, it was different. So, come on, boys, and do as you were taught—join the union and be as one.

—COR. LOCAL 587.

WILL INSTALL NEW CARS

Peterborough, Ont.—The meeting of Division No. 622 for the month of July was cancelled as most of the officers were away. Everybody is looking forward to a full attendance again at our August meeting.

Brother Ed. Strong is spending his vacation at Rice Lake. He has chosen an ideal time, as weather conditions have been 90 degrees in the shade around here.

Brother Wm. Smith seems to be getting reckless of late. Recently the police came on him at Chemong Park enjoying some of the latest dances.

Brother Joe Guthrie escaped the hot wave by motoring out among his friends and relatives in the neighboring districts.

Some of the George St. cars have been greatly improved of late.

Our Superintendent is looking forward to new cars coming to take the place of the old rolling stock that is so nearly worn out.

No. 34, car of the one-man type, recently sustained another serious wound in the side. A motorist ran into the center of it, and it was laid up for a short time.

July 12 some of our brothers spent a very enjoyable day at Cobourg.

Sunday cars seem to be lightly patronized this Summer.

Some of our patrons on Charlotte St. are becoming careless in leaving packages on the car, no matter what they cost.

Division No. 622 extends to Brother Matchett sincere sympathy in his recent bereavement through the death of his uncle.

Our Superintendent appears to be taking many trips to Toronto of late.

—622.

FRUIT ROTTING ON THE GROUND

San Jose, Calif.—Division No. 265 can report still forging ahead. Our membership is continuing up to nearly 100 per cent.

We held a dance recently that netted in proceeds, \$204.50, which will be used in sending a delegate to the International Convention at Oakland, in September. At our next meeting night, we will elect a delegate.

Our boys are now displaying their straw caps used for Summer wear. These caps are supplied by the company at one-half price.

The connecting line between the Alum Rock Ave. Line and the Alum Rock Road is nearly completed. When it is opened, a new schedule will be placed on that system.

Brother Frank Spanelli has entered the real estate business.

Brother Joe Truesdell has completed his work as assessor and is again on the job.

Brother W. J. Mendia looks fine on the one-man car.

Brother Will Kevan is continuing his work at the Santa Clara Porcelain Factory.

Good nature is always met in contact with Brother Henry Dore.

Brother B. F. Hawes has returned to work from a recent illness.

The fruit harvest here is now in full swing. Brother S. V. Mitchell recently distributed among us some very delicious Burbank plums. Fruit prices are very low and hundreds of tons of fruit will rot under the trees.

DETROIT DIGEST

Division No. 26 will be represented at the Oakland Convention of the International Association by Brothers Carl Kay, Robert Otis, Carl Daugherty, Chas. E. Elliott, Martin Coleman, Herbert Meeker, Edw. Ulrich, James Lee, Archie D. Black, Neil McLellan, Herbert Gee, Garrett F. Burns, and Clarence Nugent. In the election of delegates Brother Carl Kay of the Flint Interurban Division led the list. About 3,000 votes were cast. There were 31 candidates in the field. Brother Edward Horman of the Port W. received the highest vote of those who failed of election and stands as the alternate delegate. In the event that any of the others should be unable to attend Brother Horman will take his place. At the same election, two delegates were elected to complete the list of delegates to attend the coming Michigan Federation of Labor Convention. The two who were elected were Brothers Harry Stone of Pontiac, and Ernest Kelly of the Woodward Ave. Line, these, together with the officers and Executive Board Members will constitute the delegation to attend the Michigan State Federation of Labor.

Our outing at Sugar Island held July 25, was a magnificent success. As was the case last year, we met there with Division No. 697, of Toledo, O. An event of the day was the game of baseball played with the select of the Toledo Street railwaymen by the Sherman E. Baseball Club of the Detroit street railwaymen. Business Agent Lee Camp, of the Toledo local was manager of the Toledo Club and Brother Fred Wenwick, was manager of the Sherman East. The game was spirited and interesting and the Toledo boys showed much skill in the game. However, the score stood 11-6 in favor of the Detroit team. Frank O'Brien of the Detroit Recreation club was umpire.

Division No. 26 has yet failed to effect a settlement of the wage question with the Detroit Street Railway Commission. This situation has been hanging fire since March 23, when the officers were instructed to make the application to the management of the City Street Railway Lines for an increase in wages and a correction of schedules that the service day might be completed within a less range of hours than the schedules that were being made. In the understanding worked out with the street railway commission, 50 per cent of the runs were not to exceed 11 consecutive hours and another 35 per cent were not to exceed 13 consecutive hours in the spread of runs. While the Department was permitted under the paragraph governing the spread of the runs as requirement might exact, these percentages have not been observed. Of course the provision was modified to meet a convenience of the management due to a shortage of cars, but the 200 new cars to which was referred in the understanding have been installed and yet the spread of runs continues beyond the agreement terms.

The Street Railway Commission, it is reported by our arbitrator, returned to our agreement committee the proposition that they would accept the Detroit United Railways' Agreement in lieu of the wage rates and changes we were asking. The officers suspected that the Commission was not sincere in this but went through with it and it was rejected. The situation is at this writing back to its original position of arbitration of the wage rates, with the Commission taking advantage of our acceptance of their offer, in attempting to abuse the minds of the members of the Association to the effect that they now cannot even arbitrate or live up to the arbitration clause of the City Charter. This only breeds further delay, as if this position is taken, it is not consistent with the position of the Mayor.

—SCRIBE.

HOLD BANQUET MEETING

Hannibal, Mo.—Things are going along as usual here, although the talk around town is that the company intends to put on one-man cars soon. In fact, the officials have hinted to our officers that they intend to make such a change. The cars that are operated here would be jokes if converted into one-man affairs. They tried it once before and for safety's sake the Public Service Commission stopped them.

Had a good, yes, dandy meeting not long ago, good attendance, lots of ice cream and cake and everything. Supt. Schwartz of the company attended and enjoyed the eats. The men who were working were remembered, too, as the brothers at the meeting went out and relieved them so they could get in on the good times.

One new member was initiated at our last meeting. We initiate one or two about every meeting night. Pres. U. T. Seniff recently took a week off and visited in St. Louis.

Brother Roy Bunch was called to LaPlata, Mo. recently, by the death of a brother.

Brother Ruben Hedger is building a new house.

Brother Charles Ruhl is a ladies' man. Ask Jim Boleach.

Brother Jimmie Connell recently made a trip to Quincy to buy a pair of socks. Must be made in Germany.

Does Curt Steel like ice cream?

—COR. 872.

WILL BE REPRESENTED BY TWO DELEGATES

Memphis, Tenn.—Division No. 713 is moving along very nicely, although the attendance is much lighter than the officers would wish. When we are discussing new contracts the hall hardly holds the boys. They are all there. After that is settled and only regular business comes up, our attendance always gets low. We wish the boys could understand that attendance at these meetings is important. It is just as essential as reporting for runs at the barns. If you do not report for work you get no pay. If we would all abandon our organization, we would all get less pay. So let's keep up the enthusiasm by attending the meetings. Do not let it be said that you are getting cold feet.

June 27 we installed officers, most of whom were re-elected. Officers installed were as follows: President, Fritz Hammer; vice-president, W. H. Dedwiller; secretary-treasurer, C. N. F. Reddick; recording secretary, J. D. Mathis; sentinel, S. H. Irby; conductors, J. M. Byrnes, W. F. Finney, T. C. Mans and W. A. Aycock; delegates to the 18th Convention at Oakland, Calif., C. N. F. Reddick and D. O. Warren.

July 18 we discarded our coats and are now wearing a uniform shirt. This comfort came as a result of several years' effort. Some of our conductors felt that they could not get along well without their coat pockets. Even those who were the hardest knockers of the proposition are now well pleased with the change, and we believe the uniform shirt for Summer months has come to stay.

The uniform shirt proposition gave Uncle Billy Hudson a two days' vacation. He only weighs 325 lbs. The dealer who had the contract to furnish the shirts was compelled to take Brother Hudson's measure, so it was not Uncle Billy's fault that he was unable to get his shirt on time. It was amusing to see him go about shirtless. The boys voted to pay him for the time he lost. That fixed things up with Uncle Billy.

Rumor has it that Brother Frank Reddick has succeeded in finding a young lady who is willing to test him out as a life partner. I am pursuing the rumor, hopeful that in my next I may give the boys a brief sketch of a young lady of the type who would enter such an arrangement with our Secretary-Treasurer. Brother Reddick has bought a new car and it is difficult to pursue him on foot.

We are pleased to report that Brother Clifton, off for several weeks with a broken leg, has recovered and is again on the job.

Tutwiler didn't like the uniform shirts. He preferred the "Tut" type of garment.

Recently Brother Tom Mans was seen taking his girl to a picture show, a most unexpected innovation. It is rumored that he had passes. It is inconceivable that he purchased the tickets.

—713.

RECEIVE FIVE CENTS PER HOUR INCREASE

Clarksburg, W. Va.—At our last regular meeting in June we had two visiting brothers from Fairmont Division No. 813 with us—Vice-President G. R. Davis and Brother J. J. Haymond. Mr. Boyles of the Line Department of the Fairmont Local gave us a very interesting talk on organized labor.

Brother O. H. Smith recently resigned as conductor in our Local and Brother Wilbur Gould was unanimously elected to fill the vacancy.

Recently we held a special meeting to hear the report of our Executive Board on our new wage agreement. Attending this special meeting was also Brother Wm. F. Welch, of the International Executive Board. The Brothers expressed themselves as very well satisfied with the new agreement and we had no trouble in getting it signed. Brother Welch has a copy of it, which he advised us he would request published in the MOTORMAN AND CONDUCTOR. We received 5¢ per hour increase in wages. —812

A GOOD REPORT

Bridgeport, Conn.—Can send a hearty report for this month as we have only one Brother on the sick list, the Conn. Co. has forbidden any platform men to be sick. It seems to be the opinion of the officials that as the shortage of labor becomes acute, the healthier the remaining force becomes, and that no healthy man ever should want a day off, and that a man can't feel under the weather or indisposed without a doctor in attendance. But it seems to me that any Trolleyman can take a dose of salts without a doctor picking his pocket.

At the last regular meeting a few of the brothers were spitting fire at one another. That's bad business, and right here I might say that we meet to discuss, not to argue and show our physical prowess.

By the way of no harm we haven't a lazy man on the job the height of the summer season is here and all the boys are trying to hit the iron as often as it is possible while it is hot and we like to give a fair days work for a fair days pay. We get what we consider a fair days pay for a hard days work.

Brother Harry Bliss hopes we do not have another assignment of runs this year. Every time he gets a good run, somebody else bumps him off at the next pick. They must respect Harry's good judgement.

Brother Pat McLean had a battle with his game Cock the other day. The gamester put three holes in Pat's leg before he got the deck cleared for action, and the funny part of it is that the rooster is still alive. Pat keeps clear of him and lets him have plenty of room.

Brother Morgan is thinking seriously of getting married. Figuring on the next war I guess as he lost out in the last one.

Brother Paintee has a tough time getting a pair of shoes to fit him as he has no left foot, he is right on both sides, so it is pretty touch on the brother.

We have a few new men with us now and I must say from observation that they have the right spirit from a laboring point of view as they pin the good old button on right away. One of them, Brother Barr, had it on before he was working for himself. That's the true labor spirit and the markings of a man—like the Salvation Army preaches, you may be down but never out—that's the way with labor. You're down but if you have the button on, you are never out. The boss recognizes you only when you wear it. He can put it over on you when you don't. That's the first thing he looks at when you are on the mat. The writer's former local, 498, went down after a tough battle against tough odds, but 498 is not out. As Brother Barr is a chip from the old block, and there are quite a few chips from that old block in 459, and all over the States so you see the S. A. is right. You are never out. Our officers at headquarters are well able to place us where the conditions are favorable to our kind, but as we are all over twenty-one, we ought to be able to stick up for our rights and it would be a pretty poor American that could not do that. It's there for you and it's up to you to get it. Wear a button and you will be a man amongst men, not a snake in men's clothes.

There are no bananas growing in Bridgeport, but there is an awful slew of pineapples.

Our local, one and all, extend their sincere sympathy to Brother Robinson and his family in the loss of their dear little child and we hope that God in His greatness will help them in their deep sorrow.

—459.

WILL ABANDON ONE-MAN CAR

Atlantic City, N. J.—We are now well into the summer season and preparation has been made to handle the thousands of visitors who flock to our shores to enjoy the sweet and balmy air, the delightful shade, the mammoth bathing beach and the huge stretch of our famous boardwalk. To comply with this usual gigantic rush, we have placed our summer schedule into effect, which will render every comfort and convenience to all who enjoy our shores.

Our sick committee reports that Brother McWilliams is very sick. He is one of the faithful shopmen. We wish him an early recovery.

Brother Wunder is sick. Brothers, it is a serious case of pneumonia. We all wish to soon see him again on the job.

We tender our sympathy to Brother Bateman, who has lost a devoted companion, a kind and esteemed friend—his mother. Requiescat in pace.

Brother Donahue has recently lost his mother-in-law. We all tender to Mrs. and Brother Donahue, our sincere sympathy.

Brother Glenn has resigned to assume the work of

plumbing, a trade he was following before he became a conductor. He joined our Local in 1920. He was elected to the Executive Board last December and was a devoted worker for the best interests of our Local. We regret to see him mustered out.

For the benefit of the members not so well informed, your correspondent announces the marriage of Brother Daisey in June. We trust that his wife may be one of those better halves that make men better and better.

Brother Tom Collins has joined the tripper service, due to missing his regular run. He makes a few touring trips to Cave Island where he is cultivating a handsome complexion.

Brother Richards sports an innocuous and heterogeneous necktie in elaborate gusto.

There has been much discussion about the one-man car. We hope some day to see this type of car eliminated. Many accidents have followed in their wake and we here relate one or two of the latest.

A party of motorists were returning from Philadelphia and were nearing our fair city, when they were struck by a trolley of the one-man type. The results were that three human lives were cast into eternity. The second accident was also serious, as three or four people were hurt very badly. We blame no one for these accidents, but we raise our voice against the operation of the one-man trolley which has caused many homes to be filled with grief in many cities. They may be equipped with all the safety devices of our age, but there is no man living that can function in two positions at the same time and do them well. He must show neglect in either position. Passengers are always asking questions. Some may desire to purchase tickets, some street is asked about, some point of interest, and must not the motorman answer these questions? Is it not the desire of the company that all their riders be given every attention and courtesy? If the operator refused to answer these questions, the passengers would consider him a mean character and would seek other means of conveyance. If he answers these questions, then his eyes and mind are distracted from his work, probably at the precise moment when some careless and indifferent driver may deliberately turn his car directly in the path or the trolley car.

A motorman should not be annoyed in any manner, so that he may safely carry the human lives that have boarded his car. This is a question of grave concern and no railroad man should be held responsible for the duties of another man, especially the man who is at the wheel directing his cargo of human life. Actual experience proves that one man can operate a trolley car, but it does not prove that there will be less accidents. They save the employment of a full crew, but as a rebuttal, we place the exorbitant law suits which they cause and the many damage cases, which must be settled. Can we justly, in this age of scientific invention, hold up the one-man trolley as an achievement of our day? Any step in the progress of the human race must be a step better than already exists or we can not justly term it progress. We are glad to state, as this goes to press that Superintendent Goldy of the Shore Road expects to eliminate the one-man trolley and replace the two-truck type with a full crew. For this we commend and thank Superintendent Goldy, as it means safety and preservation of that precious element—human life.

—774.

SERVICES REMEMBERED

St. Joseph, Mo.—At a special meeting called Saturday evening, July 28th at the regular meeting hall, Woodson St. and St. Joseph Ave., there were about 100 members present. This was given in the nature of a farewell party for Brother B. F. Kohler. The meeting was presided over by the president of the Local, Brother F. E. Wilson. The Reverend J. E. Baker opened the meeting with prayer and then was called upon for an address. He was followed by J. L. Wines, International Organizer for The United Garment Workers of America.

Brother Wines is the man that organized this local and has always been a true friend to the Car men.

Brother John Freeman, president of the Plumbers Local and delegate to the Central Labor Council made a talk. Maurice Ryan, secretary of the Central Labor Council also made an address.

Brother Richard Johnson made the presentation talk in behalf of the membership and presented Brother Kohler with a solid gold watch fob and emblem of the Association which had a handsome diamond in it. This was given in remembrance to the good work he did for the organization.

Brother Kohler leaves the service of the company and will make his home in Tacoma, Wash. He leaves with the best wishes of the entire membership. —847.

SICK BENEFIT AND CONVENTION FUND REPORT

Erie, Pa.—Division No. 568 has been organized since August 27, 1911 and since that time we have our first time to return or send back any appeal that was ever sent to us from another organization for assistance.

I am herein enclosing a statement of an audit report of the Sick and Convention Fund, which this Local started on May 1. Pertaining to the Convention Fund we sent a book on drawing for the different emblems of the Association, which, if responded to by the various Locals would contribute to our Convention Fund.

Our Audit Committee has just made an audit of this account and for the benefit of the Locals who have responded the statement of the Audit Report pertaining to these premium books is given as follows:

Number of books sent out to the different Locals.....	347
Number of books returned by the Secretaries.....	49
Number of books paid for by the different Locals.....	25

74 74

Number of Locals that made no reply, or returned the books.....	273
---	-----

Financial Statement	
Number of Locals that paid for books at \$2.50 per book.....	\$62.50
Donated by Local.....	2.00

Total money received.....	64.50
---------------------------	-------

Expenditures

Printing of books and letter heads.....	\$32.00
Postage.....	8.00
Prizes.....	4.90

Total expenditure.....	44.90	44.90
------------------------	-------	-------

Net profit for our Convention fund.....	\$19.60
---	---------

—568.

ADVOCATES OF 8-HOUR DAY

Trenton, N. J.—The "sky is the limit" poker game at the car barn is discontinued, owing to the consistent winner being no longer in the service.

I wish to advise that we are largely represented with the 8-hour day and six day week advocates. They work from 12 to 16 hours and seven days a week.

The battle between Brother C. Whitebread and Peggy, the fair waitress, has been successfully arbitrated by Brother J. Condon.

Brother Wm. Pillagreno had much difficulty in navigating through our streets with his twin baby carriage, until he equipped the carriage with a traffic signal arm. He is now moving with uninterrupted freedom. —540.

VICE-PRESIDENT O'SHEA VISITS LOCAL

St. Louis, Mo.—We are having much hot weather in old St. Louis. Of course, we who are climatized are able to stand it.

Division No. 788 will be represented in the Oakland Convention by a full delegation. Our genial financial secretary, Brother L. A. Graesser led the ticket. There were only 109 candidates for the 15 positions, as we will be represented by 15 delegates. Of course, 94 of us were elected to stay at home. It is a foregone conclusion that the most of us who were elected to stay at home were not seriously disappointed from the fact that that the expectancy of election to one of 15 positions open cannot be so great when there are 109 candidates, or more than 7 applicants for each position. So our disappointment was taken as we take the weather, with the hope of doing better next time. We are all good losers, and wish the boys who were the winners, a good and successful trip. They were the favored ones and we unite with the majority in recognition of the fact that good selections were made and that we will be well represented.

Int. Vice-Pres. Frank O'Shea was with us at our last July meeting and those present had the pleasure of listening to a very able address—one that will

long be remembered. Every word seemed to come from the heart.

We sincerely regret the misfortune that has come to Mrs. and Brother Higginbotham in the loss of their little son. The little boy, a year old, in some way obtained some candy that had been exposed to the poisonous residue of exploding firecrackers and his death resulted.

Sincere sympathy is extended to Brother J. M. Maloney in his sad bereavement at the death of his most estimable wife, which occurred July 25 from double pneumonia.

Mr. Moesman has received a postal card from our old Brother Tom McCoy, who is at Rockport. They are having a fine time and Brother McCoy was very cute in keeping his movements secret but the boys are getting the bells in readiness for their homecoming, and we wish them well on their new voyage. —788.

STILL ON THE LIST

Marion, Ill.—Local 293 has just underwent a good bidding. I think all the men are satisfied with their new runs. Luke and White were not bothered.

Our jolly president, Brother W. J. Albright, has under construction, an up to date Bungalow. Latest style.

Brother O. B. Hall's brother was taken in death a week ago.

"Cham." has left the freight car.

The freight crew extends to Mr. Womack, the accommodating agent at Herrin, their utmost thanks, for his kindness.

Nick is going to get a new car to ride back and forwards. —293.

DEATH TAKES OLD OFFICIAL

Springfield, Mass.—Our Division will send a full delegation to the International Convention held in Oakland California. Second International Vice-President P. J. O'Brien a charter member of our Local was unanimously elected as the first delegate. The members have a warm place in their hearts for P. J. The old timers do not forget the many battles he fought in the days when it needed courage to take a stand on the side of organization. We are proud to have him represent us. We are sure that no other member could render such valuable assistance to the organization as a whole. Another delegate that will renew old friendships at the convention is our capable President E. A. Raleigh. "Eddie" is well qualified to grapple with the questions and problems that will confront the delegates and we feel assured that his sound reasoning and good judgment will contribute to the success of the convention. A third delegate is one of the most popular men in our ranks, our vice-president, Jerry P. Coughlin, a man liked by all for his amiable qualities, his goodness of heart and for the fighting spirit that he displays when the organization is assailed.

The Division has been very active socially for the past couple of months. We ran a very successful excursion to Boston last month. The net result was nearly \$400.00. We are now engaged in arranging for a carnival and Field Day, August 22nd and 23rd. Our baseball team will play a return game with Worcester, August 22nd, and will play New Haven, August 23rd. We defeated the Worcester team badly a couple of weeks ago and we are confident that we can do it again. So, bring along your best men and you will find us ready. Of course the players on the team must be employees of the companies. We would like to have Worcester and New Haven compete in the races and other sports. Valuable prizes will be given to the winners.

At our regular meeting in June, Recording Secretary J. O. Train tendered his resignation. He has held the position since January 1st, 1918 and during that time he has performed his duties in a very capable manner. It was with a feeling of regret that the resignation was accepted after a strong effort was made to have him reconsider. The new secretary elect is one that is well qualified to fill the duties of the office. I am sure that John W. Leonard will be worthy of the trust and the confidence that the membership had in him when they voted for him in such large numbers.

The Division met with a great loss on July 14th, when one of our most loyal and trusted members, Edward H. Lawler was called to his reward. From the very beginning, he was identified with the work of our association and at a time when it required courage to be a union man he was in the thick of the fight. His presence was an inspiration to those of us who had the good fortune to work with him.

We admired him for his sterling qualities and respected him for his sound judgment and his unswerving devotion to the cause of justice and right. He served on the wage committee for the past twelve years and no one fought harder in striving to bring the wages and working conditions to a proper standard. His devotion to the organization did not interfere with his loyalty to the Company. He served as a motorman for twenty-six years and had a remarkable record for faithful and conscientious service. The funeral services were held in the Catholic Church at Canaan, New York. The burial was in West Stockbridge, Mass. The officers of the Division attended the funeral, acting as pallbearers.

—448.

TABLOID OF INTERNATIONAL LABOR NEWS

/ BRAZIL: National Labor Council—By federal decree there has been created a National Labor Council, of 12 members, to serve as a consultative body to public functionaries in Brazil in all matters relating to the organization of labor and social welfare.

CANADA: Emigration—There has been no apparent check in the exodus of farmers and laborers to the United States from the Province of Quebec during the month of May, 1923, in spite of the pleas of local leaders for the people to remain at home and the bonus of \$4.00 per acre that has recently been offered to colonists by the Provincial Department of Colonization, Mines and Fisheries for clearing forested homesteads.

ENGLAND: Cotton Wages Agreement—Following a conference of the employers' and employees' representatives, cotton wages are to remain unchanged until January 25, 1924, after which date employers shall be at liberty to take whatever action they think fit on giving one month's notice.

Unemployment—On June 4th, the wholly unemployed on the live registers totalled approximately 1,187,000, a decrease of 34,340 under the preceding week. On the same date the number working short time and drawing benefit for intervals of unemployment was 54,500 as compared with 51,781 on May 28th.

NEW ZEALAND: Reputed Highest Wages—Based upon the claim of the New Zealand press that an ounce of gold in Germany buys 205 hours of labor, in France 110 hours, in Great Britain 90 hours, in the United States 50 hours, and in New Zealand 47½ hours, the last-named country appears to be paying the highest wages in the world.

SWITZERLAND: Living allowances—Eighty million francs have been voted by the National Council to pay the high-cost-of-living allowances to federal employees for the second half of 1923.

U. S. DEPT. OF LABOR.

Mrs. Allen H. Burt very suddenly passed from this life at her mother's home in Denver, July 23. She is survived by her husband and a little daughter two years of age. The whole Association joins in extending to Brother Burt sincere sympathy in this, his hour of deep sorrow, and feeling goes out to the little girl whose future must move along in the years of intellect and social order molding without that maternal guidance so necessary to a child of her age.

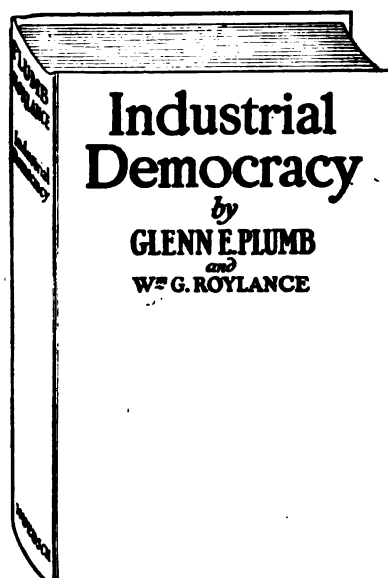
Usually political parties make it a point to prepare their so-called basic principles in line with what they think will appeal to the greatest number of voters. The labor movement has assumed proportions and sufficient political concern so that all political parties in their platforms bid, more or less, for the vote of the organized workers, and it is quite unusual for a political party to enter into its platform conditions against which the voters in any general mass revolt. So it is really up to the sub rosa purposes upon which candidates are set forth for election, upon which the elections and the qualifications of candidates may be determined.

DELEGATES CHOSEN BY STREET CAR MEN

At an election held last Saturday the Street Carmen's union, Portland, Ore., selected the following members as delegates to represent the union in the biennial convention to be held in Oakland, California, in September: W. H. Doyle, C. U. Taylor, William Cooper, F. B. Reed, W. C. Elford and A. H. Stein.

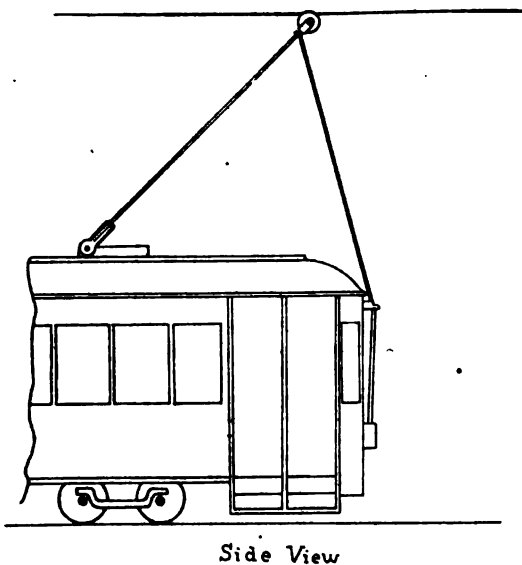
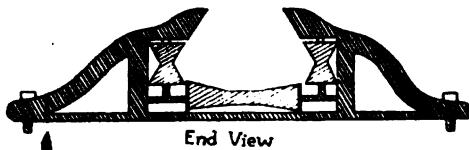
Delegates elected to the state federation convention are W. H. Doyle, C. U. Taylor, J. E. Barrick, Gust Anderson, William Cooper and F. B. Reed.

The union label contest for the past three months was decided last week, H. B. Steiner of Savier division winning the prize showing the greatest aggregate of purchases of union-made goods. A. H. Stein presented the most tobacco labels and was second to Steiner in the other contest. W. H. Doyle showed the greatest patronage of a union laundry and was given the prize in that division.—Oregon Labor Press.



Address B. W. Hubsch, 116 West 13th St., New York, N. Y., for copy of the book.

PATENT TROLLEY CORD GUIDE



William H. Wyles
Inventor.

RETRIEVER—CORD GUIDE

Invented by Brother Wm. H. Wyles, of
North Vancouver, B. C.

The above invention, the usefulness of which is apparent, is best described in the application for patent made by the inventor. Patent has been granted covering the Retriever-Cord Guide for Trolley-Poles, and the appliance is in use in Vancouver and on other properties. The description is given as follows:

In order to save injury to the guys of an overhead trolley wire by the trolley pole when its sheave runs off the wire, the upper end of the trolley pole is connected by a cord to what is known as a "retriever" secured on the end of the car body. This "retriever," when the trolley sheave jumps off the overhead wire, immediately draws down and retains the trolley pole in that drawn down position until such time as the conductor can replace the sheave on the wire.

This retrieving cord being frequently drawn to one side or the other when the car takes a curve, and being in a continual state of up and down movement as the trolley head follows inequalities in the level of the trolley wire between its supports, is subjected to a considerable amount of wear where it leaves the "retriever" box and also where it passes over the after edge of the car roof.

It is to avoid this wear and lessen the friction resisting the endwise movement of the cord, that the invention, which is the subject of this application has been devised.

The invention is fully described in the following specification, reference being made to the drawings by which it is accompanied, in which:

Figure 1 is a side elevation of the end of a street car showing the application of the device to the retrieving cord of the trolley pole.

Figure 2 is a plan of the anti-friction device to an enlarged scale.

Figure 3 is a sectional elevation on the line 3—3 in Figure. 2, and

Figure 4 is a side elevation of the same.

In these drawings, 2 represents the trolley pole and 3 its sheave by which contact is made with the overhead wire 4, and 5 represents the retrieving cord connected to the upper end of the trolley pole and extending therefrom around the edge of the roof end 6 for connection to the retriever 7. This retriever need not be further illustrated

or described as it forms no part of the invention.

Secured in the middle line of the car to the end 6 of the car roof or adjacent thereto, is a bracket 8 carrying on a pin 9 a small V grooved roller 10 adapted to receive the retrieving cord 5 and retain it in the middle line. On each side of this roller 10, rollers 11 are mounted on pins 12, the periphery of the sheaves 11 being sufficiently close to that of the sheave 10, as to preclude the possibility of the rope getting in between the sheaves, in the furtherance of which object the bracket has projections 13. between the two pins 9 and 12.

From the edge of the bracket 8, adjacent the outer inner edge of each sheave 11, light metal guards 14 are carried around each side and are attached at 15 to the edge of the roof 6. These are designed to facilitate re-entrance of the rope between the sheaves when for any reason it may have got beyond them.

In use, the retrieving cord 4 will normally lie in the groove of the sheave 11, but if for any reason the cord is laterally displaced to either side, as when the head of the trolley pole is drawn to one side when the car is taking a curve, the cord will move into one or the other of the sheaves 11, but will freely return to the sheave 10 when the trolley head resumes its normal medial position. The grooved sheaves 10 and 11 will preferably be made of a light material, such as aluminum, so that they will rotate freely with endwise movement of the cord.

A retriever cord guide is thus provided that will obviate the present destructive wear of the cord, and in lessening the frictional resistance to endwise movement of the cord under the rise and fall of the trolley head, will in many cases lessen the chance of the trolley sheave jumping the track. Further, the V groove of the sheaves being approximately ninety (90) degrees, the combination of them forms the greater part of a square with one corner open through which the cord is introduced, the cord will be little likely to get out. If the cord does get outside the guide it can be readily replaced as the guards 14 will lead it to the sheaves.

**FLAGRANT VIOLATION BY EMPLOYING
COMPANY GOES UNPUNISHED BY
FEDERAL LABOR BOARD**
United States Railroad Labor Board
Chicago, Ill., June 12, 1923.

Decision No. 1829

**Railway Employees' Department, A. F. of L.
(Federated Shop Crafts)**

v.

Pennsylvania System

Nature of the Proceeding

This proceeding is an investigation under Section 313 of the Transportation Act, 1920, to ascertain and declare whether or not the Pennsylvania System has violated Decision No. 218 of the Railroad Labor Board. That section of the law reads as follows:

"The Labor Board, in case it has reason to believe that any decision of the Labor Board or of an Adjustment Board is violated by any carrier, or employee or subordinate official, or organization thereof, may upon its own motion after due notice and hearing to all persons directly interested in such violations, determine whether in its opinion such violation has occurred and make public its decision in such manner as it may determine."

Congress, having provided no penalty for the violation of the Railroad Labor Board's decisions save the condemnation of a disinterested and fairminded public, made it the duty of the Board, in proper cases, to invoke such popular disapprobation against either the carrier or the employees.

History of the Case

It is not necessary to recite in great detail the history of the dispute which re-

sulted in Decision No. 218. The facts involved in that controversy are matters of record in Docket 404. Their condensed recapitulation will suffice for the present purpose.

At the termination of Federal control, the Pennsylvania System in common with practically all the other carriers desired a revision of the rules and working conditions of the shop employees. Under the requirements of the Transportation Act, 1920, it was necessary for the carrier to take this matter up with the representatives of the shop employees and endeavor, in good faith, to negotiate an agreement. At that time, the Federated Shop Crafts (System Federation No. 90) held the agreement with the carrier, and their representatives offered to enter upon negotiations in regard to the changes sought by the carrier. The carrier declined this offer on the ground that it had not been furnished with evidence that said organization actually represented a majority of the employees in question, and stated that it had already prepared a ballot for an election in which shop craft employees should designate their representatives. The representatives of the organization objected to the form of this ballot on several grounds, but proposed to go along with the carrier in the contemplated election, provided the name of their organization, System Federation No. 90, was placed on the ballot. This proposal was declined by the carrier, and, as a consequence, the carrier held an election with a ballot containing only the names of individuals; and the organization held an election with a ballot containing the name of System Federation No. 90, with blank space for those who desired to vote otherwise. In the election held by the carrier, there were 3,480 votes cast and counted. In the election conducted by the employees, there were 26,055 votes cast all of which but 7 were cast for System Federation No. 90. These votes were cast by employees actually in service.

The dispute thus engendered resulted in Decision No. 218 in which the Railroad Labor Board held that both elections were invalid and ordered that one election be held in which all the employees should be permitted to vote either for any individual or for any labor organization, as they might prefer.

In this decision the employees acquiesced, but the carrier declined to do so, refusing to participate in or recognize the election ordered by the Board.

The Board thereafter cited the carrier before it under Section 313 of the Transportation Act in the case now under consideration. This case was heard by the Board October 20, 1921. The carrier's principal contention was in substance that the Board did not have jurisdiction over a dispute involving the question of who should represent the employees in conference and negotiations with the carrier and how such representatives should be selected, and that Decision No. 218 was therefore invalid.

After said hearing under Section 313 and prior to the pronouncement of a decision

based thereon, the carrier procured an injunction from a Federal district judge, inhibiting the Railroad Labor Board from rendering a decision in said case. In this litigation, the Department of Justice represented the Railroad Labor Board and the case was carried through the two lower courts and the Supreme Court with more than ordinary promptness. The Supreme Court of the United States rendered its unanimous decision February 19, 1923, in which it fully upheld the right of the Board to issue Decision No. 218, and to render a decision under Section 313, declaring that the carrier had violated the Board's decision, and dismissed the carrier's suit and dissolved the injunction.

This action was not brought by the Pennsylvania System to test the question as to whether the Board's Decision No. 218 was enforceable, for it was not contended by the Board that its decision was legally enforceable. The action was brought for the purpose of having the courts say that the Board had exceeded its jurisdiction in rendering Decision No. 218, that said decision was therefore invalid, and that the Board had no right to issue a condemnatory decision under Section 313 based on such invalid decision. It was naturally presumable that the carrier meant to obey the decision if the Supreme Court sustained the Board's jurisdiction to render it. Otherwise, it was perfectly useless to take the matter to the Supreme Court, for the carrier did not have to go there to obtain authority to ignore the decision.

After the Supreme Court had freed the Board from the injunction, it was deemed advisable in the interest of industrial peace on the Pennsylvania System to give the carrier an opportunity to conform to the decision of the Board before further proceedings were had. Officials representing the carrier were called into conference with the Board, but the effort was unavailing.

Opinion

The course adopted by the Pennsylvania System in this matter is indefensible from every viewpoint. It can not be justified on the ground that the contention of the employees or the decision of the Board deprived the carrier of the right to deal with its own employees. System Federation No. 90 was composed exclusively of employees of the Pennsylvania System and their officers and representatives were employees of the carrier. If, in rare instances, these local representatives of the employees availed themselves of the advice and assistance of the officers of their national organization or of other counsel, this would have been the exercise of a fundamental right. The Board's decision did not require the carrier to negotiate with System Federation No. 90 or any other organization, but merely accorded to the employees the right to choose between System Federation No. 90 and the organization set up by the carrier.

The plan called "employee representation," which the Pennsylvania System assumes to have originated, is guaranteed in the Transportation Act, 1920, and prevails on the

railroads throughout the United States. If employees representation means anything at all, it signifies the right of a class of employees, through majority action, to select their own representatives to negotiate with the carrier agreements covering wages and working conditions. This is what Congress said it meant, but the shop crafts have so far been deprived of this plain, simple, indisputable right on the Pennsylvania System. The carrier has not questioned the right of these employees to choose their own representatives, but it has prevented the exercise of this right. While professing its acceptance and observance of the principle of employee representation, it has set up a system which throttles the majority and establishes the representation of a coerced and subservient minority proven originally to amount to about ten and one-half per cent (10½%) of this class of employees.

While the carrier was refusing to deal with the organization of the shopmen and that of the clerks, as such, it negotiated agreements with the train and engine brotherhoods, which they signed officially as the representatives of those organizations. If the same right had been accorded to the shopmen, this controversy would never have existed.

The problem of efficient and uninterrupted railway transportation is of paramount importance to the people of this country. The peaceful adjustment of labor controversies greatly contributes to this end. The method provided by Congress for the settlement of labor disputes has been honored and observed both by carriers and employees in an overwhelming number of instances. The railroad which refuses to conform to the labor provisions of the Federal law assumes toward the public the same attitude held by employees who strike against said provisions. No other railroad in the United States has taken a position similar to that adopted by the Pennsylvania in this case.

Decision

The Railroad Labor Board under the authority of Section 313 of the Transportation Act. 1920 finds that the Pennsylvania System has violated Decision No. 218 of the Board, after the Supreme Court of the United States has upheld the Board's right to render said decision, and has thereby denied to its shop employees essential rights as laboring men to which Congress had declared them entitled.

By order of
UNITED STATES RAILROAD LABOR BOARD

Attest:

L. M. PARKER,
Secretary.

(Signed) BEN W. HOOPER,
Chairman.

The "Federated Farmer-Labor Party" is the latest panacea offered for the solution of the labor problem in the United States.

There is nothing in these new ephemeral political parties that should jar the solidarity of the American labor movement.

PHILADELPHIA COMPANY BALKS ON WAGE INCREASE

Taken from the Philadelphia Ledger is an announcement made by Thos. E. Mitten, chairman of the P. R. T. Board of Directors, to the so-called Co-operative or Shop Committee of the P. R. T. Employees that "under the three cities agreement, by which the wages of Philadelphia trolley men are calculated, it would not be feasible to grant an increase here and at the same time continue the ten per cent wage dividend."

The Mitten Plan as operated in Philadelphia, provides that the wage rates of motormen, conductors and one-man car operators in Philadelphia shall be fixed by adding together the wage rates of Cleveland, Chicago and Detroit, and dividing them by three, the number of cities. For instance: The prospective wage for the Philadelphia men, by equating it upon the union rates of Cleveland, Chicago and Detroit would be approximately 67 cents per hour. This would be an increase of 3 cents per hour, due to the recent increases in Detroit and Chicago. When the wage award was handed down in Cleveland the wage rates in Philadelphia automatically increased to 64 cents per hour.

Mr. Mitten explained to the so-called Co-operative or Shop Committee that the gross earnings have thus far increased at the rate of \$2,400,000 per year, as compared with 1922. He further states: "As we did not anticipate any further increase in wages over the 62½ cents per hour maximum basic rate, the whole of this anticipated increase in earnings was at various times publicly pledged and is now being used, viz.: for more than One Million Dollars in added service to the public as compared with 1922; \$200,000 of added power costs, due to the partial elimination of skip stops; more than One Million Dollars lost from the operation of the Frankford L; with an additional \$171,000 paid to the city in rental therefor."

Mr. Mitten further explains to the committee: "We are co-operating to accomplish as never before, but the added wage of \$400,000 naturally resulting from the increase from 62½ cents to the present maximum amount of 64 cents per hour, following the Cleveland arbitration, is all that we hope to earn in 1923 in addition to the ten per cent co-operative wage dividend. If, therefore, arbitration proceedings at Detroit and Chicago result in a higher three-city average, the only way we can pay the ten per cent co-operative wage dividend will be to turn over to the trustees of the co-operative wage dividend fund such advance in wages over the present 64 cents maximum as may be our due. It is essential that every effort be made to earn the ten per cent co-operative wage dividend so that the purchase of P. R. T. stock by which we plan to continually increase our ownership of the property be not unduly delayed. One hundred and one thousand shares of P. R. T. stock are now owned by P. R. T. em-

ployes—this is more than one-sixth of the entire issue."

To make a long story short, the Co-operative or Shop Committee, agreed with Mr. Mitten that in order to continue the so-called "ten per cent wage dividend," further concessions to be gained by the increase in wage obtained for the P. R. T. by the organized street railway men of Cleveland, Chicago and Detroit would be "passed up."

Now, let us turn to what this "ten per cent wage dividend" really is, and see what advantage comes to the Philadelphia men by being forced to "pass up" the wage increase that under their agreement would naturally come to them through the efforts of the organized street railway men of the three cities.

Mr. Mitten, in his statement to his committee, states that the increase of 1½ cents per hour, which resulted from the Cleveland wage arbitration aggregated \$400,000. Using this as a basis for three cents more per hour increase as a result of the activities of the organized street railway men of Detroit and Chicago, the motormen, conductors and operators in Philadelphia are releasing the company of further increased wages that would accrue to them to the aggregate of \$800,000 per year or an average of about \$110 per man. The so-called wage dividend of ten per cent is really a six per cent dividend upon the \$5,050,000 stock that is being paid for by the Philadelphia Rapid Transit employees and this includes all employees—approximately 10,000, as there are approximately 7,000 platform men in Philadelphia. This ten per cent dividend would aggregate \$303,000. Thus the Philadelphia street car men of all classes are receiving \$303,000 wage to pay for stock of the company by the platform men yielding \$800,000, showing that the Mitten Plan is losing to the platform men \$600,000, providing it may be accepted that their two-thirds of the \$303,000 of so-called wage dividend that is to be placed in stock acquirement is being invested in property really worth the \$303,000. The stock purchase by the Philadelphia street railway men embracing the employees of all departments, cost \$30 per share, or \$3,030,000. However, the par value per share is \$50. As the stock is supposed to yield six per cent dividends, it means a dividend of \$3 upon a share of \$50 par value, which cost \$30, or ten per cent on \$30. That is the co-operative "wage dividend." In the event that this is material investment to the full value of \$303,000, and the platform men represent two-thirds of the employees involved, it means that the platform men are yielding \$800,000 in order to receive \$202,000 of so-called wage dividends for stock purchasing purposes. In reality, to promote this scheme, the platform men are passing up or losing \$600,000 per year of what would otherwise come to them in increased wages, in carrying out their so-called agreement that provides that their wage rates shall automatically increase or decrease with the wage rates obtained by the three bodies of organized street car men of Cleveland, Chicago and Detroit.

On the face of it, this stock purchasing plan, or so-called co-operative movement of the Mitten Plan would naturally appear very inviting to street railway men. The authorized stock of the P. R. T. Company is Thirty Millions of Dollars, par value. Outstanding is stock of \$29,991,660 par value.

The total funded debt of the P. R. T., including bonds and equipment trust indebtedness, aggregates \$23,100,000. The funded debt of underlying companies aggregates \$56,603,446.89. The total stock and indebtedness or capitalization of the P. R. T. System aggregates \$176,146,203.

The single track mileage aggregates 695 miles. Track and equipment of the P. R. T. System is thus represented at \$253,500 per single mile. Less than 20 miles of the 695 miles represent the L and subway structure.

The figures show that the P. R. T. Company is over capitalized far in excess of \$100,000 per mile and that a very modest estimate is that the system represents over 80 Million Dollars of watered stock, a most jeopardizing proposition for stock investors. In the event of a collapse of the property, the underlying properties and the bonded indebtedness thereon would several Million Dollars more than absorb all of the stocks and properties represented as owned by the P. R. T. Co. The figures show that in reality P. R. T. stock presents not a very flattering invitation to purchasers, even at \$30 per share.

It is well known that the average street railway systems throughout the U. S., and the P. R. T. System is not an exception, do not represent values anywhere near the bonded indebtedness. Very recently a property of equal promise of the P. R. T. System was sold at public auction for 40 per cent of its bonded indebtedness. Some of the employees had been induced to purchase stock in this concern. Fortunately their stock purchases were made easy to them and never developed to any very considerable part of the stock issued. But whatever it was, it was all lost, together with the 60 per cent loss to the bondholders.

The Philadelphia Rapid Transit Co. represents the earliest street railway properties within the country and was established on concessions and by promoters who well burdened it with irretrievable fiat values, crawling from under with fortunes to be lost by future investors. The franchises—some of which were for 99 years, and others perpetual—are of a type that have been repeatedly outclassed in equity courts. In other words, they are worthless; as in time they will be so pronounced by some court before whom they are brought and who may not be subservient to special interests, but will represent the interests of the people, who have been and are being imposed upon by such ridiculously groundless concessions. No perpetual franchise of a utility of the type of street railways is legal.

As a matter of fact, were the \$5,050,000 par value stocks substantial in value, then the employees of all departments, through their so-called co-operative movement have accumulated one-thirty-fifth of the capitali-

zation of the P. R. T. property and the capitalization rather than decreasing is increasing, from the fact that within the last year more than Four Million Dollars of securities have been added to the indebtedness of the properties.

It is true that they have within their control under a certain stipulated agreement, one-sixth of the capital stock of the P. R. T. Company. But practically five-sixths of the Thirty Million Dollars par value is owned by a control that will never yield a majority control to the street railway employees. And the whole P. R. T. stock represents only one-sixth of the system capitalization.

However, evidently the so-called three city wage agreement adjustment of the so-called Mitten Plan has reached its limit and entered the mists of the past.

It is not remarkable that President Mahon and Division No. 241 of Chicago were confronted with the Mitten Plan influence in the stubborn resistance of yielding to an increase in the recent Chicago wage arbitration. One of the witnesses in that arbitration was one E. J. McIlraith, who is represented by Editor L. D. Bland of the Union Leader as a product of the Stone and Webster Syndicate and the Philadelphia Rapid Transit Co., who attempted to show that "the street railway men of Chicago were rapidly approaching the Rockefeller class." In the cross examination Mr. McIlraith is represented as having "assumed a rather resentful attitude." His efforts were put forth in the interest of the Philadelphia Rapid Transit Co. and were consistent with having emanated from that source.

It is not at all likely that a very great number of the platform men of the Philadelphia Rapid Transit Co. are deluded by the Mitten Plan. Yet it was from this system that the Mitten Plan recruited its Buffalo strikebreakers.

REACTION IS ROUTED BY NORTHWEST VOTERS

St. Paul, Minn.—Bruised and bewildered, reaction in this state is crawling from under an avalanche of votes by the common people that has landed Magnus Johnson in the United States senate. He succeeds the late Knute Nelson, whose term would expire in 1924.

This election may prove one of the features of political history, as it indicates the revolt against standpatism that is sweeping the country.

It is probably the first time in the nation's history that a state will not be represented in the United States senate by at least one adherent of a long established party.

The election means that no one in the next congress will insist that strikes be outlawed and that progressivism will be decidedly fashionable. The election has jarred reaction from end to end, and the agents of privilege are terrified at the prospect of the revolt spreading.

In a telegram to the senator-elect, President Gompers said:

"To have won so magnificently against all the power of high finance is not only a personal tribute to you and the fundamental principles for which you stand, but also a demonstration that the people are tired with mere word mongers and insist upon progressive, constructive legislation for all people, for the wealth producers on farms and in factories. The people of Minnesota are to be congratulated on their choice and the forward-looking citizens of the country are heartened."

The election of Mr. Johnson reduces the administration party's majority in the senate to six, as compared with 21 in the last congress. The majority of six, however, is much less because that number includes Senators La Follette of Wisconsin, Brookhart of Iowa, Norris of Nebraska and Frazier of North Dakota.

The recent election of United States Senator in Minnesota is an indication that the Norris-Sinclair Bill now before Congress, creating a Government Marketing Corporation to buy farm products at fair prices and sell them here and abroad, will receive strong support at the next session of Congress. This bill will not only help the farmer but it will also help the consumers and merits the loyal support of organized labor.

NEW YORK'S MAYOR URGES LaFOLLETTE VALUATION OF RAILROAD PROPERTIES

A letter addressed to President W. D. Mahon of this office, from Hon. John F. Hylan, Mayor of New York, urges the members of this Association to intervene with the Federal Legislature to strengthen the prospects of a valuation of the railroad properties of the nation as called for by Senator LaFollette of Wisconsin, that the Public's side of the railroad valuation case can be had. In this letter Mayor Hylan calls attention to data upon railways, in language as follows:

The tentative valuation of the railroads by the Commission has been placed at \$18,900,000,000.

This valuation has been based upon reproduction cost, upon the statistics furnished by the railroads. The final valuation is expected before the close of the next year.

The railroads are contending for a final valuation of \$23,000,000,000. Disinterested railway engineers maintain that the valuation should be based upon actual investment, and on this basis have reported that a valuation not exceeding \$13,000,000,000 would be adequate.

This is \$10,000,000,000. less than that of the railroads own valuation.

It is plain that if the railroads, under the Esch-Cummins Act, are to be permitted to earn practically 6% as a "fair return," on the excessive valuation of \$10,000,000,000. it means that the people will be taxed at least \$600,000,000. a year on this excess. This sum would represent merely the amount taken from them in transportation rates.

The producers of commodities will figure the increased rates in their costs, and these costs will be constantly increased by the shippers and all who handle the commodities until they reach the ultimate consumer. The total mulcting of the people will reach to the enormous figure of \$1,500,000,000. a year.

The transcontinental railroads have pooled their interests and are waging a vigorous fight to effect the gigantic exploitation planned and to grasp the prize upon which they have set their eyes.

They are determined to cover the water pumped into their capitalizations—which water has already gone over the dam to the profit of the favored few—

and as a medium through which more water may be pumped into their capitalizations they are storming the Interstate Commerce Commission for official recognition of their claim of \$23,000,000,000. of railroad values.

The united strength and power of the railroads can only be effectively combated by a demonstration of equal strength and unity among the people of the various states throughout the country. To the wealth and organization of corporate greed must be opposed the irresistible force of aroused public opinion.

INDUSTRIAL COMMISSION INVESTIGATION REPORT ON SCHENECTADY STREET RAILWAY STRIKE

New York State Industrial Commissioner Bernard Shientag, made an investigation of the Schenectady strike involving the members of Division No. 576 of the Amalgamated Association. He made a report of his investigation, which it is believed will be of interest to the members of the Amalgamated Association, as showing the activities of the Labor Department of the New York State Administration pertaining to street railway strikes or lockouts and what may be expected through the intervention of such Bodies. Therefore, the report made by Commissioner Shientag under date of July 16 is given as follows:

"Ownership of the Railway Company

"A very significant factor in the strike situation is the character of the ownership of the Railway Company. The Schenectady Railway Co. has an outstanding capital stock of \$4,100,000. Fifty per cent of the stock is held by the New York State Railways, a subsidiary of the New York Central Railroad, and 50 per cent is owned by the Delaware and Hudson Railroad Co. The Board of Directors of the Schenectady Railway Co. consists of 12 members, six representing the interests of the N. Y. Central and 6 the interests of the Delaware and Hudson.

"Relations Between the Company and Its Employees.

"It will serve no useful purpose to go into the detailed history of the relations between the company and its employees. * * * Division No. 576 of the Amalgamated Association of Street and Electric Railway Employees of America, the Local Schenectady Union, was organized in 1911. A strike of the employees, of brief duration, occurred in August of that year and, as a result, the first of a series of written contracts between the Street Railway Co. and the Local Union of employees was entered into. * * * These contracts, through various renewals continued in force until May 1, 1922.

"In May, 1922, the men were receiving 45 cents an hour. They had sought an increase, but the company said that it could not afford to pay more wages unless the rate of fare was increased. The aid of the Common Council of Schenectady was invoked. The company petitioned the Common Council to give its consent to an increased fare and representatives of the union and other labor organizations in the City of Schenectady joined in this request on the understanding that the increased revenue would be used to pay higher wages to the employees of the Railway company. In a letter written by Mr. Barnes, the then General Manager of the Company, to the President and Business Agent of the Local, assurances were given that the pay of the men would be raised from 45 cents to 60 cents per hour and kept at that rate as long as the increased rate of fare remained in effect.

"The increase in fares was granted by the Public Service Commission and the company increased the pay of the men from 45 cents to 60 cents an hour. This went along until May 1, 1921, when the contract then in force expired. The contract was renewed for an additional year up to May 1, 1922, but a dispute having arisen on the question of wages, the matter was referred to arbitration. Pending the

outcome, the company reduced wages from 60 cents back to 45 cents an hour. The result of the arbitration was to sustain the contention of the Local Union and the award handed down on September 22, 1922 directed that wages be restored to 60 cents an hour as of May 1, 1921, on the strength of the Barnes' letter.

"On March 28, 1922, the company, in a letter signed by W. S. Hamilton, General Superintendent, and approved by James F. Hamilton, president; and H. B. Weatherwax, vice-president and general manager, notified the union that after April 30, next, that it will no longer engage in contractual relations with the Amalgamated Association or with its employes through such Association. All contractual relations now existing will terminate on April 30, 1922."

"Since May 1, 1922 there has been no contract between the company and the union. Since that time the officials of the company have refused to have dealings with Messrs. Ward and Walker, the officers of the union. The union complained that it was not getting anywhere on the adjustment of grievances that arose from time to time and that so long as its duly accredited officers were completely ignored it could not function properly.

"In August, 1922, the company on its own initiative and without consulting any of its employes or their representatives, reduced the wages of the shop and barn men. This was followed in December of the same year by a reduction, in the same manner, in the wages of the motormen and conductors from sixty cents to fifty-five cents an hour. The employes were thus brought to a realization of the difference between conditions where there was a written contract with the union and where there was none. The men felt that they did not know just where they stood, if the company at any time without conference or without submitting to arbitration, could on short notice, reduce their wages.

"Thereupon efforts were renewed by the employes to obtain recognition of the union and a contract. Various conferences were held from time to time which space will not permit me to discuss. In April, 1923, the situation became acute. The men threatened to strike unless the company did recognize the union. On April 30th, 1923, in the midst of negotiations looking toward an adjustment of the differences, Mr. James F. Hamilton, representing the New York Central interests, retired as president, and Mr. Harry B. Weatherwax, representing the Delaware and Hudson interests, was elected in his place. The city officials made every effort to avert the strike. The Mayor called in an advisory committee for that purpose and a mediator of the State Department of Labor joined with them, but all efforts were unsuccessful. By a vote taken May 16, 1923, the men decided to go on strike the following day. Of about 450 employes of the company, approximately 420 men went out on strike and about 360 were members of the union.

"Why Contractual Relations with the Union were Broken off"

"Why, after having had contractual relations with the union for almost eleven years, did the company refuse to renew its written agreement in May, 1922, and later in May, 1923? Mr. James F. Hamilton testified that he declined to renew the written agreement with the union because he found it was impossible for him to get along with Messrs. Walker and Ward, the union's officers.

"When asked to be as specific as possible in describing just what these leaders did to make themselves unbearable, Mr. Hamilton testified: 'that they were arrogant, disrespectful, and at times insulting.' He gave no details. Such conduct was denied by the officers of the union. Mr. Hamilton also stated that the union leaders had interfered with the management of the company in that they delayed the installation of one-man cars. The record shows that a dispute having arisen as to the operation of one-man cars and the differential of wages which should apply, the union on several occasions asked that the matter be submitted to arbitration in accordance with the contract. The company declined to do so and finally, after a written demand, served by the company, the union, under protest, yielded on this point.

"At the same time, however, Mr. Hamilton testified that he was not opposed to the recognition of the union; that his entire opposition was because of the character of its leadership. He believed in labor unions; he believed in the right of collective bargaining on the part of employes and at the very time the strike was called in Schenectady in the middle of May, 1923, he, as president of the New York State Railways, was negotiating written con-

tracts with the local unions of the same national organization in the cities of Utica, Syracuse and Rochester.

"Mr. Weatherwax, on the other hand, took an entirely different position on the refusal to enter into a written contract with the union. He stated that with him it was not a question of the leadership of Ward and Walker; that he opposed the recognition of the union itself; that the union had broken the contract in force in 1921, in that its members who were employes of the company failed to operate cars into Albany and Troy during the strike on the lines of the United Traction Company in those cities beginning in January, 1921. Mr. Weatherwax, at that time, was the president of the United Traction Company.

"The explanation given by the union officials for the failure to operate the cars into Albany and Troy is that there was serious disorder in those cities during the strike, so as to necessitate at times the presence of the state police, and that the failure to operate the cars was with the acquiescence of the officers of the Schenectady Railway Company. This was denied by the officers. It should be noted in this connection that, although the strike in Albany and Troy lasted for over six months, at no time during that period was there any written demand served by the company on the union or on its employes requesting them to run the cars into those cities.

"When it was pointed out to Mr. Weatherwax that notwithstanding the failure of the employes of the Schenectady Railway Company to operate the cars into Albany and Troy in February, March and April, 1921, the written agreement between the Schenectady Company and its employes was renewed for a year beginning May 1, 1921, Mr. Weatherwax testified that the refusal to operate into Albany and Troy extended up to September 1, 1921; that he was very tolerant at that time but that he was determined that such a situation should never arise again.

"Attitude of the Directors"

"The testimony at the hearings showed a surprising lack of knowledge on the part of the directors of the Schenectady Railway Company of conditions leading up to the strike and of the situation as it now exists. Not a single member of the board is a resident of Schenectady. The meetings are held in New York City and the directors are men having larger interests that take up their time and attention. The same difference of opinion that existed between Mr. Weatherwax and Mr. Hamilton on the question of the recognition of the union was found to exist in the evenly divided board of directors. The representatives of the New York Central took the position that unions should be recognized; that it was a good thing to deal with organized labor and that the public interest was paramount in a strike of this character. The representatives of the Delaware and Hudson Railroad took a position of antagonism to labor unions; they assert that the Schenectady union had violated its contract; that the men having gone on strike lost all of their rights and that the company would only deal with them as individuals; that if they wanted to come back, they could make individual application just the same as any new employee would and that the company would act on each application as it saw fit; that it would not deal with the men in an organized group or through representatives selected by them, but only as individuals. The difference is further emphasized by the fact that the New York Central through its financial control of the New York State Railways, recognizes unions and has contracts with them in Utica, Rochester and Syracuse, and that the Delaware and Hudson, through its financial control of the United Traction Company has refused to allow the employes on their street railways in Albany and Troy to organize.

"Basis of Suggested Settlement"

"Action taken both by the president of the Schenectady Railway Company and by the leaders of the union added to the difficulties encountered in attempting to bring about a settlement. For example, the local officials of the Schenectady union in the midst of negotiations for the settlement of the Schenectady strike went to Albany to assist in a movement to organize the employes of the Albany-Troy systems, which resulted in a partial strike in those cities, lasting for a few days. The president, Mr. Weatherwax, added to the difficulties when, in the midst of these same negotiations, he served notice that the men would lose their seniority rights unless they returned by the 4th of June.

"As is usual in a strike of this character, there were various proposals and counter proposals for settlement made and acted upon from time to time.



Sell Shirts

Sell Madison "Better-Made" Shirts, Pajamas, and Nightshirts direct from our factory to wearer. Nationally advertised. Easy to sell. Exclusive patterns. Exceptional values. No experience or capital required. Large steady income assured. Entirely new proposition. **WRITE FOR FREE SAMPLES.**
MADISON SHIRT CO., 608 E. 4th St., N.Y. City

SHOES Let us start you without a cent of capital in our **DIRECT-TO-CONSUMER-AGENCY** taking orders for the best shoes money can buy. Big money-making opportunity. No experience or capital necessary. **TANNERS SHOE MANUFACTURING CO.**
 708 C. Street BOSTON, MASS.

The men went on strike to obtain recognition of the union; to secure a written contract with the union fixing working conditions, providing for the adjustment of grievances and setting up the machinery for arbitration in the event of a dispute as to wages and working conditions. The men were willing to submit the whole controversy to arbitration, including the question of recognition and a contract with the union. The company from the outset rejected every proposition that involved a written contract or a recognition of the union as such. The men expressed the fear that unless a written contract was entered into, Mr. Weatherwax, entertaining the ideas that he does on the subject of unions and collective bargaining, would proceed to destroy their organization.

"Early in June, I believe that a compromise could have been effected by dispensing with a written contract and a formal recognition of the union, provided there would be an understanding that the union would not be molested; that representatives of the men would be heard on the subject of working conditions and grievances; that the question of wages would be submitted to arbitration and that the men would be restored to their seniority rights as of the date of the strike. I submitted this proposal to Mr. Weatherwax, but he rejected it. I believe that today a settlement would be arrived at by the parties in interest on the basis of this proposal.

"Company Denies Right of Collective Bargaining
 "In a speech at Helena, Mont., on June 29, 1923, the president of the United States, said: "the right of organization and of co-operative dealings is not any longer the special prerogative of management and of capital. The right of men, and brains, and skill, and brawn, to organize, to bargain through organization, to select their own leaders and spokesmen, is no whit less absolute than is the right of management and of capital to form and work through those great concentrations of interests which we call corporations."

"The attitude of the Delaware and Hudson interests in the Schenectady strike is a complete denial of the right of collective bargaining. As the situation has developed, it is no longer a question of entering into a written contract with the union, but the question is presented as to whether or not the union shall be destroyed.

"The present attitude of the management of the company is that there is no strike—that the strike is over. Anybody in the streets of Schenectady will testify to the contrary.

"The New York Central Railroad, through its directors, represented on the board of the Schenectady company, has taken a progressive stand on some of the questions involved in the strike. Declarations alone, however, will bring no results to a suffering public. The New York Central being the one-half owner of this property cannot escape the responsibility which such ownership carries with it. That there is a conflict of views in the Board of Directors of the Schenectady Railway Company can afford but little satisfaction to the people of Schenectady.

"Greater Local Control of Public Utilities

"The records of the Labor Department show that during the last two and one-half years, the most disastrous strikes in the State occurred on street railways. The Albany and Troy strikes of 1921, the Buffalo strike of 1922, and now the Schenectady strike, have cost upwards of \$10,000,000. to the

Ford Runs 57 Miles on Gallon of Gasoline

A new automatic and self regulating device has been invented by John A. Stransky, 149 Fourth St., Pukwana, South Dakota, with which automobiles have made from 40 to 57 miles on a gallon of gasoline. It removes all carbon and prevents spark plug trouble and overheating. It can be installed by anyone in five minutes. Mr. Stransky wants agents and is willing to send a sample at his own risk. Write him today.—Adv.

Don't Suffer Longer

The Brooks Appliance
 Most wonderful discovery ever made for ruptured sufferers
 No obnoxious springs or pads
 Automatic Air Cushions
 Bind and draws the broken parts together as you would a broken limb. No surgery. No plasters. No lies. Durable, cheap. Many imitations. None equal.



SEND ON TRIAL. CATALOGUE FREE
THE BROOKS CO., 188D State St., Marshall, Mich.

companies involved. The tremendous loss to business cannot be estimated in dollars and cents. Nor can we measure the hardship and inconvenience sustained by the traveling public. To one who has closely observed the progress of events leading to these strikes and their aftermath, the conviction is inescapable that the citizens of a community should have a greater voice in the control and regulation of their public utilities. After all, the public attitude determines to a large extent the success or failure of public service corporations, like street railways. If recognition is to be given to the oft expressed declaration that in a situation of this kind, the public interest is paramount, public service corporations may well consider the advisability of having on their boards of directors one or more disinterested persons to represent the people of the community; to reflect their views; to keep the board informed of local conditions and to be in a position to foster that spirit of equity and fair-dealing between the company and its employees without which neither can prosper.

"In the future such public representation on the directorate may well be written into contracts entered into between public service corporations and local communities involving the use of public highways. Public representatives on such boards may be in a position to give expression to the public needs and public welfare, frequently lost sight of by both parties in these controversies.

"There may well be considered also, the advisability of enacting legislation providing that in the event of the declaration of a strike on a public utility, it shall not become operative until a short fixed period intervenes, during which time an impartial tribunal shall make a public investigation of the facts and endeavor by mediation to bring about an adjustment of the difficulties. After a strike once becomes operative, conditions frequently arise which did not obtain at the beginning. In this case, for example, the seniority issue arising since the strike broke out, has developed into one of the most serious obstacles to a settlement.

"The Department of Labor, as has been stated, has taken every step in its power to bring about an adjustment of this strike. It is still in close touch with the situation and through its Bureau of Mediation will continue to do everything in its power to bring about a settlement."

Those who are interested in politics would do well to distinguish between the non-partisan policy that recently elected Magnus Johnson to the U. S. Senate from Minnesota, and the so-called Federated Farmer Labor Party

FASHION LETTER

Soft fabrics and delicate tints mark the summer models.

The "straight line" continues to be smart on both dress and wrap styles, and yet there are many pretty youthful models, with full outstanding skirts, others with the new bustle effect, and some with onesided clusters of fulness, plaited or shirred.

A very decided success is a costume cut in one piece, that has the fullness draped at the side, in surplice fashion.

One sees this idea again in blouses, that are worn with tiered or flounced skirts.

Speaking of tiered skirts, it is well to note their popularity and how gracefully becoming they are. A very new version of this style has two upper tiers finished with cascades at one side.

Severely plain is the latest two piece suit style. It is developed in mannish material and finished as severely plain as a man's suit, and while it does not supplant the separate coat or coat frock, it holds a place all its own.

Very popular is the costume that consists of a short jacket and a plaited skirt, with a "filling in" of vest or guimpe in some lingerie material.

One sees pretty striped effects in the new summer frocks, both in silk and cotton, as well as in linen and wool materials. For youthful figures cross wise stripes are very becoming, but for the stout figures the stripes are best used lengthwise and broken by plain fabrics. Striped materials as trimming combines well with plain material. A dress of tan linen was effectively trimmed with tan and blue narrow striped crash, such as one might use for furniture covering.

Green linen with green and white striped trimming would be attractive.

A pretty skirt of crepe de chine was made up in three tiers, trimmed with rows of narrow ribbon crosswise and finely plaited.

As a contrast to stripes come pretty dotted cottons, organdies and Swisses—all so cool and dainty, with a ribbon sash and a bit of lace at the neck and edge of the short sleeve.

4396-4048. Ladies' Costume

Blouse 4396 cut in 7 Sizes: 34, 36, 38, 40, 42, 44 and 46 inches bust measure. Skirt 4048 cut in 6 Sizes: 25, 27, 29, 31, 33 and 35 inches waist measure. To make the dress for a medium size will require $8\frac{1}{2}$ yards of 32 inch material. The width of the skirt at the foot of the lower flounce is 2½ yards. TWO separate patterns. 12¢ FOR EACH pattern.

4432. Ladies' Blouse.

Cut in 7 Sizes: 34, 36, 38, 40, 42, 44 and 46 inches bust measure. A 38 inch size requires 2½ yards of 40 inch material. Price 12¢.

4427. A Practical Garment.

Cut in 4 Sizes: Small, 34-36; Medium, 38-40; Large, 42-44; Extra Large, 46-48 inches bust measure. A Medium size requires 3½ yards of 36 inch material. Price 12¢.

4443. Girls' Dress.

Cut in 4 Sizes: 4, 6, 8 and 10 years. A 6 year size requires 2 yards of 36 inch material. Price 12¢.

4428. Ladies' House Dress.

Cut in 7 Sizes: 34, 36, 38, 40, 42, 44 and 46 inches bust measure. A 38 inch size requires 5 yards of 36 inch material. The width at the foot is 2½ yards. Price 12¢.

4447. Girls' Dress.

Cut in 4 Sizes: 6, 8, 10 and 12 years. A 10 year size requires 2½ yards of 32 inch material. Price 12¢.

4004. Misses' Dress.

Cut in 3 Sizes: 16, 18 and 20 years. A 16 year size requires 4½ yards of 36 inch material. The width at the foot with plaits extended is about 2½ yards. Price 12¢.

4436. Boys' Play Suit.

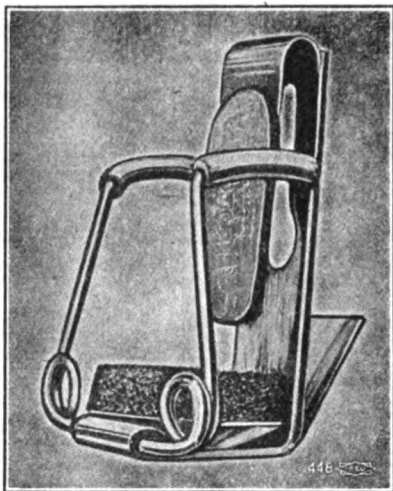
Cut in 4 Sizes: 2, 3, 4 and 5 years. A 3 year size requires 2½ yards of 27 inch material. Price 12¢.

FASHION BOOK NOTICE

Send 12¢ in silver or stamps for our UP-TO-DATE FALL & WINTER 1923-1924 BOOK OF FASHIONS, showing color plates, and containing 500 designs of Ladies', Misses' and Children's Patterns, a CONCISE and COMPREHENSIVE ARTICLE ON DRESSMAKING, ALSO SOME POINTS FOR THE NEEDLE (illustrating 30 of the various, simple stitches) all valuable hints to the home dressmaker.

Send all orders for patterns and catalog direct to the Beauty Pattern Company, Dept. M. C., 1188-90 Fulton Street, Brooklyn, N. Y. Be sure to give number and bust and waist measure for ladies' patterns and number and age for children's patterns. Where two numbers appear on one design, two patterns are illustrated and 12¢ should be forwarded for each. Ten days should be allowed for delivery of patterns.

Motormen's Non-Magnetic Watch Holder



A practical little holder adjusted for any size watch. May be attached to head of screw in frame of car. Saves motormen's time and promotes "Safety First." May be conveniently carried in pocket when not in use.

Wanted:—Motormen and Conductors to act as Agents. Send 50c in money order or stamps for sample. Sent to any address in United States prepaid. **W. C. WILLIAMSON,** 22 Arbor Street, E. E. Pittsburgh, Pa.

TRENTON, N. J. AGREEMENT

MEMORANDUM OF AGREEMENT, made and entered into this First day of April, 1923, by and between the Trenton & Mercer County Traction Corporation, its successors and assigns, party of the first part hereinafter called the Company, and Division No. 540 of Trenton, New Jersey, of the Amalgamated Association of Street and Electric Railway Employees of America, party of the second part, hereinafter called the Association.

WITNESSETH:

Section 1. That the purpose of this Agreement is to provide a working understanding between the Company and the Association, each through its duly accredited representatives, to provide as satisfactory service to the public as possible, to provide as good working conditions for the members of the Association as possible and properly to protect the interests of the Company, and with respect to the operation of the Railway of the Company, and the relations to exist during the term of this Agreement, between the Company and the members of the Association, the parties hereto mutually agree as follows:

Section 2. Whenever Arbitration is resorted to in a final settlement of any question, as is provided for in the contract between the parties, the method resorted to shall be as follows: The Company shall select one arbitrator and the local Division shall select one arbitrator. If either side shall fail to appoint its arbitrator within seventy-two (72) hours after arbitration has been definitely agreed upon, the party so failing shall forfeit its case. The two arbitrators thus selected shall if possible select within five days after their acceptance of appointment, a third arbitrator. If the first two arbitrators are unable to agree upon a third arbitrator within said five days, then the selection of this third arbitrator shall be left to the International President of the Amalgamated Association of Street and Electric Railway Employees of America, or his nominee, and the President of the Trenton and Mercer County Traction Corporation, or his nominee who acting in conjunction shall name said arbitrator within five days, or shall agree upon some other method of arbitration.

Section 3. When the members of this Association are summoned before the Superintendent to answer any charge or charges, upon request they shall be given the charges in writing and two (2) days in

Free to Asthma and Hay Fever Sufferers

Free Trial of Method That Anyone Can Use Without Discomfort or Loss of Time.

We have a method for the control of Asthma, and we want you to try it at our expense. No matter whether your case is of long standing or recent development, whether it is present as Chronic Asthma or Hay Fever, you should send for a free Trial of our method. No matter in what climate you live, no matter what your age or occupation, if you are troubled with Asthma or Hay Fever, our method should relieve you promptly.

We especially want to send it to those apparently hopeless cases, where all forms of inhalers, douches, opium preparations, fumes, "patent smokes," etc., have failed. We want to show everyone at our expense, that our method is designed to end all difficult breathing, all wheezing, and all those terrible paroxysms.

This free offer is too important to neglect a single day. Write now and begin the method at once. Send no money. Simply mail coupon below. Do it Today—you even do not pay postage.

FREE TRIAL COUPON

FRONTIER ASTHMA CO., Room 627
Niagara and Hudson Sts., Buffalo, N. Y.
Send free trial of your method to:

.....
.....
.....

which to answer same, and when any member of the Association has been suspended or discharged, and after investigation both by the Company, and the Association, be found not guilty in the charge preferred against him, he shall be reinstated to his former position and paid for all time lost from the service of this Company. And all charges against members of the Association must be made within seventy-two (72) hours after report of the offense has been received by the Company.

Section 4. Any man seeking employment if accepted by the Company, shall as soon as practicable but not later than five (5) days, secure a permit card from the President, and within thirty (30) days thereafter shall become and remain a member in good standing of the Association, provided, however, that all employees entering the service will be on probation for a period of thirty (30) days, and suitable proficiency in the opinion of the head of that department is not shown during such time he will be rejected for that cause. Any member of the Association suspended from the Association, shall be suspended from the service of the Company upon written request from the President of the Association stating cause for suspension. In case the Company feels that the permit card is unjustly withheld from any desirable applicant, or that any member of the Association is unjustly suspended, the question will be submitted to Arbitration upon request of the Company, according to the method provided for in Section 2.

Section 5. There shall be placed in the Dispatcher's Office an open book which shall be a duplicate of the book that the Dispatcher carries, showing the days off and dates that the men are marked off. Officers and Committeemen having work to do for the Association shall have preference over all others except in case of death, and in case any members of the Association are elected as delegates, or to any office in the Association which requires their absence from the Company's service, they shall be granted such relief, and upon their return shall have their proper place in the Company's service.

Section 6. The Company agrees to furnish free transportation to all its employees in the form of coupon passes. This privilege to be subject to reasonable regulations. When passbooks are to be renewed they can be gotten from the General Manager

or his representative. Power House Employees will get their passbooks at the Power House Office.

Section 7. Length of service establishes right to pick runs at least twice a year, Spring and Fall. Sign ups will be held every sixty (60) days. When a mark up or sign up takes place, the senior extras shall be marked upon all runs vacant through sickness of regular men, and shall hold same until their return or next sign up. Any regular run becoming permanently vacant shall be posted for choice within three days after the vacancy occurs. In the event of the discharge of a conductor, operator or motorman, and an appeal taken under the provisions of this agreement, his run shall not be posted until a final decision has been reached in his case. Assignment to take place on Sunday following vacancy and shall hold good until next sign up. No one can throw up a run he has picked without the written permission of the Manager of the Company. Seniority shall prevail at all times and at sign ups and picking.

Section 8. The Company shall make not more than twenty swing runs. Each of these swing runs is to make at least eight hours platform time. Each of these swing runs is to make on Sundays, no less than eight hours platform time and not more than 9 hours and to run where ordered by Inspector. On the P. M. extras the early straight men will run two, within the following days, Monday, Tuesday, Wednesday, Thursday and Friday but where extra men are available, extra men are to be used. A Rotary list shall be used for rotating the early straight men on this list.

Any man running a regular run, called upon to run a tripper, will receive intervening time as follows: Intervening time of half hour or less between the ending of his days work and the starting of his tripper will receive one-half hours pay. Any tripper with intervening time of more than one half hour shall receive one hours pay in addition to the time paid for the tripper. This applies only to early straight men and extra men filling early straight runs.

Section 9. Extra men will rotate in reference to work. All runs must be called on time and regular men must report in person or extras will be assigned to same. A Motorman, Conductor or Operator who has been on sick leave must report before 4:00 P. M. in order to be assigned to work the following day. This same applies to a suspended man. When any employee's name is on the bulletin board to see the General Manager or his representative at a stated time on said bulletin, he must see the General Manager or his representative at the office and time designated. By failing to do so, he must stand suspended without pay until such time as he does report. If both the Manager or his representative are absent at stated time, such men will not report to see them until their names again appear on bulletin.

Section 10. The Company agrees to allow any employee a ten days vacation in any one year, such vacation to be taken in two five (5) day periods if so specified at time vacation leave is asked. No more than five (5) men from each side to be given vacation leave at one time, and in addition to the above, five (5) men to be marked off daily on each side if they so desire, more to be marked off, however, if conditions so allow. No employee will be excused from duty during Fair Week. No vacations to be granted during Fair Week.

All men will have the privilege to be marked off Circus Day and Decoration Day. Subject to conditions in first clause of Section 10. All men working on Circus Day and Decoration Day will run extra cars when they are called upon to do so. Men can also be marked off for vacations, Circus Days and Decoration Day. Early straight men shall be relieved on their relieving time as far as possible.

Section 11. All extra men must report at 5:00 A.M. roll call unless excused or marked for work. Extra Conductors, Motormen and Operators finishing their day's work at 1:00 A.M. must report at 5:00 A.M. roll call and have the option to take a tripper or any other work and hold their seniority rights at next roll call. All extra men not working must report again at 2:15 P. M. Extra men answering the Saturday A. M. roll call at Car Barn will be notified by Dispatcher time to report for noon trippers. Not less than twelve (12) crews to be so notified. Men standing first on list to have the option of taking these trippers, but last twelve (12) crews will make the report at time designated by Dispatcher if passed up by crews ahead of them.

All extra men answering roll call must remain in Dispatcher's office until they are assigned to a run or a tripper, until all runs have been given out.

Section 12. In case of extra men working a regular

run and the regular man failing to report the next day, the same extra is entitled to that regular run. In case of an extra man working a hold down who has missed his run the same rule that now governs a regular man shall prevail. All men missing their runs must report to the Dispatcher as soon as possible and work whatever they are called upon to do for that day.

Section 13. Extra men asking off or asking to be held over, must ask this permission before or at roll call in the Dispatcher's Office in person, and in such cases providing they would otherwise have received a day's work, they shall forfeit their places, and take their seniority places on list the same as if they had worked.

All extra and regular men, that is, men who have runs, when asking to be held over, will take whatever falls to them for that report.

Section 14. Motormen, Conductors and Operators must turn in accident reports within twenty-four (24) hours after accidents have occurred.

Section 15. All runs shall be called according to the clock in the barn and office, Standard time to govern. A list shall be hung in the barn and Dispatchers Office giving the time that every run is called, also the names of the crews and run numbers. Each platform man must have a watch in his possession when on duty, keeping Standard time.

Section 16. A list shall be hung in the barn and office at six (6) o'clock P. M. designating the men marked off and the names of the extra men marked up to work for the same. The men marked up for runs shall report when the runs are called instead of five o'clock roll call. When the first tripper is called, the Dispatcher will hold the first five extra men for work to be used in event of regular men not reporting for work. Failing to get regular work they shall be given the last five trippers. The men working trippers shall take their regular places at next roll call, and no man shall lose his place on the seniority list under seven (7) continuous hours.

Section 17. Motormen, Conductors, and Operators relieving crews on street shall report at point of relief in ample time so as not to delay crews being relieved. When regular men are compelled because of a shortage of extras to take any other run than their own, they shall be relieved of the same and assigned to their own run as soon as extra man is available.

Section 18. Motormen, Conductors, and Operators working regular runs shall not be compelled to work more than one additional trip beyond their time of relief by reason of failure of said relief to appear. It shall be optional with crews after completing extra trip specified, or at least one (1) hour, to withdraw their cars from service by proceeding to car barn. Motormen, Conductors and Operators shall not be compelled to work extra cars or trippers after completing their day's work unless they so choose except as provided in Section 8. This clause does not apply to Fair Week.

Section 19. All Motormen shall be furnished with stools on all air brake cars, to be used within certain zones agreed upon, and all Conductors shall be allowed to use the rear seat in car within the same zone, and no Motorman, Conductor or Operator shall be obliged to run a car without being vestibuled and heated, from November 1st until April 1st, if thermometer is 38 or under. Also the rooms at which the men report must be properly heated during period above specified.

Section 20. All Motormen, Conductors and Operators shall be paid for entire time in schedule run, and when pay is made up it must embrace all hours and fractions thereof made during period.

Section 21. All employees who turn over to the Dispatcher or Night Foreman lost articles found on cars shall secure a written receipt for same and attach to same a tag giving a description of the article found, also time and place article was found. Said tag to have a coupon bearing the same number as tag. On presentation of this coupon after the expiration of sixty (60) days, the article found shall be returned to the person finding same, if called for it shall be returned to the owner. When the articles are returned to the owner, receipt shall be secured and the tag shall be removed from the same, and reports made on back of tags, giving the owners names, addresses, and dates articles were returned. The Company is to furnish the tags.

Section 22. Coat, trousers and cap shall constitute a uniform. If vest is worn, it must be a regular uniform vest. In uniform inspection, employees shall have the right to have a representative at such inspections. When questions arise between Company's Inspectors and employees, the necessity of procuring any article or uniform shall be determined by the General Manager. All platform men, Motormen,



No Better Way to Help Labor

Than to Buy Union Made Products

Buy shoes containing this stamp, which means they are made under the Best of Labor Conditions

All Genuine Union Stamp shoes have the Label shown above

BOOT AND SHOE WORKERS' UNION

246 Summer St., Boston, Mass.
Collis Lovely, Pres. Charles L. Baine, Sec.-Treas.

SUPPORT UNION LABOR

Conductors and Operators will wear blue uniforms when on duty.

Men operating Trenton Junction Mail trips and Lawrenceville Mail trips will be furnished mail coats by Dispatcher, same to be returned each day.

Section 23. During the term of this Agreement, the Company will pay the following wage rate Wednesday of each week:

A.—Motormen and Conductors platform time:

- a. For the first three months of service.....46 cents per hour
- b. For the next nine months of service.....48 cents per hour
- c. Thereafter.....50 cents per hour

Operators of one-man cars—platform time:

- a. For the first three months of service.....51 cents per hour
- b. For the next nine months of service.....53 cents per hour
- c. Thereafter.....55 cents per hour

Railroad Flagmen.....	357	per hour
Watch Engineers at Power House.....	6547	per hour
Oilers at Power House.....	50	per hour
First Firemen at Power House.....	5952	per hour
Second Firemen at Power House.....	5208	per hour
Coal passers at Power House.....	5208	per hour
Utility Men at Power House.....	6547	per hour
Repairmen at Power House.....	50	per hour
Blacksmith at car shops.....	5357	per hour
Armature winders helper at car shops.....	50	per hour
Carpenters at car shops.....	5357	per hour
Carpenters helper at car shops.....	50	per hour
Painters at car shops.....	5357	per hour
Painters helper at car shops.....	50	per hour
Controller repairmen at car shops.....	50	per hour
Electricians at car shops.....	5905	per hour
Electricians helper at car shops.....	50	per hour
Pitmen at car shops.....	5238	per hour
Miscellaneous men at car shops.....	357 to 504	per hour
Track Greasers.....	3968	per hour

B. Minimum wage of six hours platform time shall be guaranteed to extra motormen, conductors and operators of one-man cars for each day that they are required to report and do so report. Extra men who miss a report on any day shall lose their guarantee for that day, and shall be paid only for actual work performed that day.

C. No overtime payment shall be made for any part of any scheduled run, but time and one-quarter will be paid for all platform time in excess of scheduled runs. Days work for extra men when not filling regular run shall be ten (10) hours. And such time in excess of ten (10) hours will be over time and paid at over time rate.

D. Trainmen shall receive five (5) cents an hour in addition to regular wage rate for such platform time as is spent in instructing students in accordance with directions of the proper Company officials.

E. No overtime pay shall be allowed for work performed during meal hours.

F. Nine hours shall constitute a day's work for day men in the car barn and shops, and eleven hours shall constitute a days work for night men at car barn and shops. Payment shall be made on a basis of time and one-quarter time for all work car barn and shop men are required to perform beyond their regular hours. No overtime beyond regular rates shall be allowed for work done during holidays. The employees at the car barn shall have a seniority list.

G. Employees in car barns and shops shall be paid time and one-quarter for all work performed in operation of snow plows and sweepers.

H. Eight hours shall constitute a day's work at the Power House, for men who are employed on three-shift forces. Nine hours shall constitute a day's

work at the Power House for men employed on two-shift or one-shift forces. Time and one-quarter shall be allowed for all work performed by Power House men in excess of their regular hours. A period of ten (10) days each year shall be allowed to each employee for vacation purposes without pay.

I. Trainmen operating snow plows and sweepers shall receive time and one-quarter time from reporting time until relieved from duty.

Section 24. In consideration of the above, the Association agrees that its members shall perform their duties conscientiously, and use their best endeavors to promote the interest and welfare of the Company. The rules of the Company, as laid down in their rule book, to which reference is hereby made, are to be observed, and any violation of any rule, or any of the special rules published on the bulletin from time to time, not conflicting with the provisions of this agreement, shall subject the employee violating the same to either dismissal or discipline according to the severity of the case, but the violation by any employee of any of the rules governing signal lights or car signals, intoxication, or the rules regarding steam railroad and canal bridge crossing or the dishonesty of any conductor or operator, shall be cause for immediate dismissal, provided however, that the case referred to above can be taken up by the committee of the Association in the regular way, for hearing and consideration.

Section 25. During the life of this agreement no members of the Local Division No. 540 shall be called out on strike unless all the conditions appearing in section No. 111, section No. 112 and section No. 113 of the Constitution and General Laws of the Amalgamated Association of Street and Electric Railway Employees of America shall have been complied with.

Section 26. This agreement and the provisions thereof shall continue in force and be binding without any alterations or additions whatsoever on the respective parties until the first day of April, Nineteen Hundred and Twenty Four, and from year to year thereafter, unless changed by the parties hereto.

Section 27. Either of the parties desiring a change in any section or sections of this Agreement shall notify the other party in writing of the desired change thirty, (30) days prior to the ending of the first period, which is the first day of April Nineteen Hundred and Twenty-Four or any succeeding year of the same date. Under such notice, this Agreement shall be opened to consider the change or changes specified.

IN WITNESS WHEREOF, the party of the first part has hereunto affixed its corporate seal, attested by the signature of its General Manager and Secretary, and the said party of the Second part has caused this Agreement to be signed by its President, Secretary and Committee.

TRENTON AND MERCER COUNTY
TRACTION CORPORATION

RICHARD STOCKTON, 3RD. By EDWARD J. PEARTREE,
Secretary General Manager.

DIVISION NO. 540 OF TRENTON,
NEW JERSEY, OF THE AMALGAMATED ASSOCIATION OF STREET
AND ELECTRIC RAILWAY EMPLOYEES OF AMERICA.

MARCUS L. MINTON
JOHN F. WEBB
EDWIN E. WATKINSON
FRED E. TITUS
JOHN BENSON
LELAND BECKER
MATTHEW P. BURNS
P. J. O'BRIEN.

Dated April 5, 1923.

Rapid Ready Change Maker

LEVER OPERATED

(Model 1921)

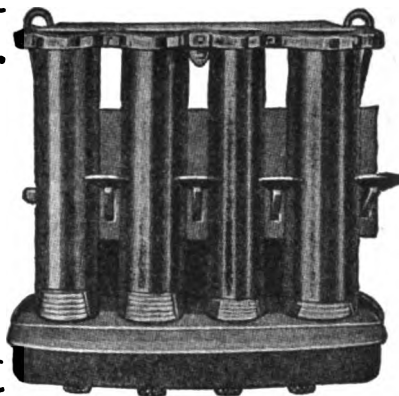
After twenty-five years experience manufacturing change carriers, being the first to originate such a device, we offer our new model, which by a simple adjustment throws ONE to FIVE coins from one or all tubes in any combination wished.

Holds fifty per cent more coins than other makes, with many new features not possible in others, that speed up fare collections. No springs to get out of order, will never rust or tarnish. Agents most cities, where not, will send for \$4.25. One style does for quarters, dimes, nickels or pennies. Our Slip Carrier, so well known, is \$2.50 either style, nickels or pennies.

A. F. NELSON, MFR.

Agents wanted
Special prices.

907 N. Front St.,
Harrisburg, Pa.



TRACTION UNIFORMS

UNION MADE

*Write for Catalogue
Samples & Prices.*

**The Fechheimer
Bros. Co.**

CINCINNATI, OHIO.

J. L. LYNCH

MEMBER OF DIV. 241
MANUFACTURER OF

Union Buttons, Badges

Banners, Flags

325 N. MADISON ST. 4th Floor
Madison Trust Bldg. CHICAGO, ILL.



Detroit Regulation
Motorman and Conductor's

UNIFORMS

Standard-weight, fast-
color serge of guaran-
teed dependability

Specially Featured at

\$27.50

Union-made, expressly for D. S. R.,
D. U. R. and M. U. R. car men. Three-ply
properly padded, shape-retaining coat
fronts; linings of best sea-island cotton;
chamois arm-pit sweat-shields; closely
woven drill or duck non-sagging pocket-
flaps. We'll fit you—whether tall, short,
slim, stout or extra large.

Extra fine quality serge Uniforms
\$33.75

Clayton's

Clothing Hats Furnishing
Michigan at Shelby since 1883

Price List of Association Supplies

Official Seal	\$5.50
Propositions for membership blanks, per 100	.50
Rituals, each	.35
Withdrawal cards, each	.05
Traveling cards, each	.05
Duplicate report books, each	2.00
Constitutions, in lots of 100 or more, per 100	4.00
Constitutions, in lots of less than 100, each	.05
Financial secretary's order book on treasurer	.35
Treasurer's receipt book	.35
Association badges, rolled gold, each	.50
Association badges, solid gold, each	1.10
Association buttons, gold plate, each	.50
Association buttons, rolled gold, each	.50
Association buttons, solid gold, each	1.10
Emblem cuff buttons, per pair	1.10
Emblem tie clasps, each	.70
Association charms, each	1.10
Association lockets, each	1.75
Cuts of official seal for use on printed matter, plain, each	.70
Cuts of official seal, with flag design	2.00
Transfer Cards, each	.05
Recording secretary's minute books, 300 pages	1.25
Gilt Seals, per box 50	.50
Loose leaf membership ledgers. Ruled and printed on both sides, providing for a 12 year record of the payment of dues by your members.	
Loose leaf post binder, canvas with leather corners, each	4.50
Price of sheets, in lots of less than 100, each	.025
In lots of 100, or more, per 100	2.50
In lots of 500, or more, per 500	11.00
In lots of 1000, or more, per M	20.00
All orders must be accompanied by express, post-office money orders or draft. No personal checks accepted. Otherwise supplies will not be forwarded.	

Kind and courteous treatment of woman workers and protection of children is always guaranteed by the union label.

THE PEOPLES STATE BANK

MEMBER FEDERAL RESERVE BANK

Capital, Surplus and Undivided Profits \$14,000,000



Twenty-six branches conveniently located bring the service of this great institution directly to your door.

BRANCHES

HARPER AND TOWNSEND
7879 JEFFERSON WEST
BAKER AND TWENTY-THIRD
MICHIGAN AVENUE AND JUNCTION
MICHIGAN CORNER ADDISON
WARREN AVENUE AND THIRTIETH ST.
GRAND RIVER AND BROOKLYN
GRAND RIVER AND HOLMUR
CLAIRMOUNT AND LINWOOD
1523 WASHINGTON BOULEVARD
WOODWARD, CORNER PIQUETTE
OAKLAND AND KENILWORTH
WOODWARD AND ALEXANDRINE

FERNDALDE AND LAWNDALDE
HASTINGS, CORNER ERSKINE
GARFIELD, CORNER RUSSELL
RUSSELL, CORNER LYMAN
GRATIOT, CORNER RIOPELLE
CHENE, CORNER MILWAUKEE
CANTON, CORNER GRATIOT
FISCHER, CORNER GRATIOT
MACK, CORNER BALDWIN
FOREST AND CADILLAC
KERCHEVAL AND LAKEVIEW
JEFFERSON, CORNER BENITEAD
TWELFTH AND SEWARD

To be well dressed and
neat in appearance, order

BATCHELDER MADE UNIFORMS



QUALITY & STYLE MAKE
BATCHELDER MADE UNIFORMS
A SOURCE OF SATISFACTION
TO EVERY WEARER.

For Sale by Dealers

WRITE FOR SAMPLES

FRED M. BATCHELDER CO.

120 HARRISON AVENUE
BOSTON

OCT 8 1923

The Motorman and Conductor

"Freedom Through Organization"



FOUR CONGOLEUM RUGS LESS than the price of ONE



Pattern No. 534
is shown
above



TRIPLE GUARANTEE—There is only one guaranteed Congoleum, identified by the Gold Seal above. It protects you against dissatisfaction and gives you an unconditional money-back guarantee. Behind the Gold Seal Guarantee is our own Double Bond.

This is
Pattern 408

Choice of Two Famous Patterns— 3 Rugs Free—Year to Pay

We show above two of the most popular Congoleum patterns that have ever been produced. One dollar pinned to the coupon below brings you either pattern on approval. One 9 foot by 12 foot rug and three small rugs to match, each small rug 18x36 inches.

Be sure to ask for our Free Book of 10,000 Furniture Bargains—anyway!

Pattern No. 534 This is the Oriental Gold Seal Congoleum Art Rug shown at the top of the page. On the floor, it looks unbelievably like an expensive pile fabric. The richest blue color dominates the ground work. Mellow ecru old ivories, and light tans, set off the blue field. Mingled with these lovely tints are peacock blue, robin's egg blue and darker tones. Old rose, tiny specks and even blacks, subdued to faintness, lend dignity and richness.

The border background contrasts with the blue all over center by reversing the color scheme. Ecru and tan shades form the border background. In this rug you have all the advantages of design and coloring, of cheerful warmth and lovely color effects so much sought after in high grade pile fabrics. An ideal all purpose rug, beautiful in any room. Perfect for living room or parlor. Lovely in bedroom or dining room. Charming in the kitchen.

No. E4C534 9 ft. x 12 ft. Congoleum Gold Seal Rug with 3 small rugs to match, each 18 x 36 inches—all four only \$17.95

Tile Pattern No. 408 Probably no floor covering of any quality or kind, ever piled up the popularity of this wonderful design. It is a superb tile pattern that looks like mosaic. Lovely robin's egg blue, with shadings of Dutch blue, and a background of soft stone gray, give a matchless effect. This design is particularly suited for the kitchen or dining room.

No. E4C408 9 ft. x 12 ft. Congoleum Gold Seal Rug with 3 small rugs to match, each 18 x 36 inches—all four only \$17.95

10000
Other
Furniture
Bargains

Our Catalog of 10000 Other Furniture Bargains—
Now Ready. A Postal Card Brings It FREE!

Spiegel, May, Stern & Co.

Ask for
FREE
Catalog

1725 35th Street, CHICAGO, ILLINOIS

\$100

Brings All Four Rugs on a Months Free Trial

Ours is the only house in America that can make you such an offer. No one else can bring you a genuine guaranteed Gold Seal Congoleum Rug, in the full 9 ft. by 12 ft. size, with three small rugs extra, and all for less than the regular price of the big rug alone. And on a years credit.

Clip the coupon below. Write your name and address plainly. Say which pattern you want. Pin a dollar bill to it—mail at once. We will ship immediately, on a months trial, all four Congoleum Rugs—in one complete neat package. No mess, no bother, no trouble to lay. If satisfactory, take a year to pay.

The Greatest of Bargains Pay Almost as You Please

Almost everybody knows the price of the famous Congoleum Gold Seal Art Rugs. They are advertised and sold at the same standard price everywhere. And bear in mind that you don't send us the full amount. Only one dollar now and the rest later—taking a year's time. Look everywhere else first if you wish—stores, catalogs, magazines and newspapers. You'll find no offer like ours.

If you return the rugs, your dollar will be refunded and also all freight costs.

Three Rugs Free

For the heavy wear spots in front of range, sink, kitchen. At thresholds, in the hall, in front of dresser or bed. While this offer lasts, we give three of these small rugs free with each large rug; all four for less than the price of one.

The Rug of Guaranteed Wear Congoleum Gold Seal Art Rugs are the fastest selling floor covering known. They are rapidly becoming the national floor covering—highly prized in good homes for any and all rooms.

Waterproof. No burlap for water to rot. Surface is hard, smooth and wear-resisting. Does not stain. Not marred or hurt by spilling of hot liquids. They lay flat from the first moment without fastening. They never curl up or kick up at edges or corners. No need to tack or fasten them down. Dirt cannot accumulate underneath.

Less work. Rid yourself of back-breaking drudgery. Dirt, ashes, grit, dust or mud cannot "grind into." Congoleum Gold Seal Art Rugs. A damp rag or mop keeps it clean and colorings bright. No laborious beating, no sending to cleaners. Absolutely sanitary. All this guaranteed by the famous Gold Seal that means complete satisfaction or your money back.

VERY IMPORTANT We do not offer our bargains or send our free catalog into bigger cities. If you live in a city of 100,000 population or over, we cannot fill your order for this Congoleum Rug Offer or send our free catalog. To everyone else we bring all the advantages of our house freely.

PIN A DOLLAR TO THIS COUPON

Spiegel, May, Stern Co. 1725 Thirty-fifth Street, CHICAGO, ILL.
I enclose \$1 for the 4 Gold Seal Congoleum Art Rugs—exactly as described—in the pattern selects below, on 30 days free trial. If I return them, you are to refund my \$1, also all transportation costs. Other wise I will pay \$1.50 monthly until special price of \$17.95 is paid.

I SELECT PATTERN NO.
If you wish both patterns write down both numbers send \$2.00—pay \$3.00 monthly and get all 8 rugs.

Name

Street, P. O.

or Box No.

Shipping Point

City State

Also send me your latest FREE Furniture Book



A superb 110-piece Set
consists of:
Dinner Plates, 9 inches
Breakfast Plates, 7 in.
Soup Plates, 7 1/4 inches
Fruit Dishes, 6 1/4 inches
Serving Dishes, 6 inches
Individual Bread and
Butter Plates, 6 1/4 inches
Butter, 1 1/4 inches

12 Cups
12 Saucers
1 Platter, 11 1/4 inches

1 Celery Dish, 8 1/4 inches

1 Sauce Boat Tray, 7 1/4 in.

1 Butter Plate, 6 inches
1 Deep Bowl, 8 1/4 inches
1 Oval Baker, 9 inches
1 Small Deep Bowl, 5 inches
1 Gravy Boat, 7 1/4 inches
1 Creamer

1 Sugar Bowl with cover (2 pieces)
1 Vegetable Dish, 10 1/4 in., with lid
(2 pieces)

Brings 110-Pc. Martha Washington Blue and Gold Decorated Dinner Set

Send only \$1 and Hartman will ship the complete set. Use it for 30 days on Free Trial. Then if not satisfied, send it back and Hartman will return your \$1 and pay transportation charges both ways. If you keep it, TAKE NEARLY A YEAR TO PAY—a little every month.

Your Initial in Gold, Surrounded by Wreath of Gold, in 2 Places on Every Piece (Gold Covered Handles)

Beautiful Colonial Martha Washington shape. All handles are of solid design and are covered with gold. Every piece decorated with a rich gold edge, a mazarine blue follow band and 2 gold initials in Old English design with gold paths. Guaranteed firsts; no "seconds."

FREE Beautiful Centerpiece, Six Dainty Doilies to Match and 6 Silver Plate Knives and Forks

In every dinner set, we send FREE a 36-inch "Indian Head" linene centerpiece, 6 doilies, 12 inches in diameter to match, 6 extra silver plated knives and 6 extra silver plated forks, fleur-de-lis pattern. Only \$60.000 be given Free with the Dinner Sets—no act quick! Send the coupon—NOW!

Order by No. 320EEMA18. Bargain Price, \$34.85.
Pay \$1 Now. Balance, \$4.00 Monthly.
Centerpiece, 6 Dainty Doilies to Match, 6 Silver Plate Knives and 6 Forks are FREE

HARTMAN Furniture & Carpet Co.
Dept. 5658 CHICAGO, ILL.
Copyright, 1923, by Hartman & Co. Chicago

FREE BARGAIN CATALOG FREE GIFTS

316 pages of astounding bargains, farm machinery, etc.; all on our easy

HARTMAN Furniture & Carpet Co.
Dept. 5658 CHICAGO, ILL.

Enclosed find \$1. Send me the 110-Piece Dinner Set No. 320EEMA18, Price \$34.85, as described, and with it the centerpiece and 6 doilies; also 6 silver plate knives and forks absolutely FREE. It is understood that if I am satisfied, I will send you \$4.00 monthly, until full price of Dinner Set, \$34.85, is paid. Title remains with you until paid in full. If not satisfied, after 30 days' free trial, I will ship all goods back and you will refund my \$1 and pay transportation charges both ways.

Name..... Occupation.....

R. F. D., Box No.
or Street and No.

Post Office..... State.....

If your shipping point is different from your post office, fill in line below.

Send shipment to.....



Print Initial
You Want Here



Style No. 20

Wear Better Uniforms

BY putting your trust in a Bloch Uniform of quality you insure yourself against dissatisfaction.

Twenty years of knowing how has enabled us to offer Traction men everywhere the best uniform that money can buy.

Strength in every part that has a strain, materials of proven long-wearing value, design and tailoring of a superior quality that assures every customer the comfort and appearance he enjoys.



The
Bloch
Company
Cleveland, O.

*Send me, free, a
Trolley Jim Time Book.*

Name.....

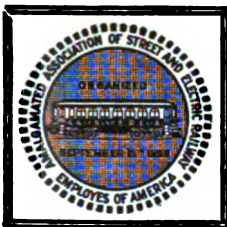
Address

*Ask your dealer for a Bloch
Uniform of Quality. It will pay.*

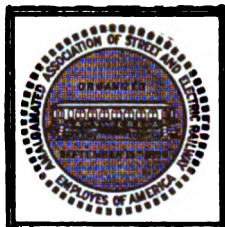
The Bloch Company

Uniforms of Quality

Cleveland - Ohio



The Motorman and Conductor



Vol. 31

DETROIT, MICHIGAN, SEPTEMBER, 1923

No. 10

Published monthly by the Amalgamated Association of Street and Electric Railway Employees of America.

W. D. Mahon, President

260 East High Street, Detroit, Michigan

Entered at the Post Office as Second Class Matter. Accepted for Mailing at special rates of postage provided for in Section 1103, Act of October 3, 1917.

Subscription Price

\$.75



In council upon the wage arbitration of Division No. 241, and the surface lines company of Chicago, Ill. Reading from left to right, those represented in the picture are Attorney Wm. Levine, International President W. D. Mahon, President William Quinlan, Division No. 241, Secretary Wm. Taber, Division No. 241 and Association Arbitrator Maclay Hoyne.

The arbitration award granted wage rates of 68¢ per hour to first 3 months service men, 71¢ to the next 9 months service men and 73¢ per hour to those of one year of service, for the first year of the agreement. For the second year, the rates awarded are 70¢, 73¢ and 75¢ per hour to the respective classes. Work is performed upon the 8-hour service day basis with overtime at a time and one-half rate of pay. The arbitration was conducted by International President W. D. Mahon.

THE DETROIT WAGE ARBITRATION

One year ago the 15th day of last May, the Detroit Street Railway Commission took charge of the street railway lines of Detroit. The City had closed a purchase of the lines under the D. U. R. and added the big D. U. R. system of city lines to the newly constructed outskirt and miner crosstown lines that the city had constructed in its war-time high cost traction adventure. At the beginning, through the perspicacity of the then Mayor Couzens, a practical street railway man was placed in management. Though burdened by the added load imposed by the expense of the newly constructed and equipped lines, the new manager outlined policies that, even with the following inexperience, placed the operation of the Detroit municipal lines upon a paying basis of operation. The new manager soon became afflicted with a fatal ailment and has passed into the beyond. With his death went from the management of the Detroit M. O. lines the understanding that the men who actually operate the roads constitute, in an associate way, a very important intellectual element with which to co-operate in obtaining the best in the operation of the property.

It may not be generally known, but it is nevertheless true that the organized workers are responsible for the fact that Municipal Ownership and Operation exists in Detroit today. Few know it, but it is a fact. Ask Judge E. J. Jeffries, the immediate father of municipal ownership in Detroit. He knows. So do those in the management of the property.

Detroit also knew that a branch of the labor movement was being taken over when the city purchased the city lines proper. Can anyone dispute that? And that element was alive to the situation. No other element in Detroit knew better the resource for prosperity of the property.

Does anyone question the interest of the workers in the success of Detroit's municipal ownership venture? They have a double interest.

To the motormen, conductors and operators of Detroit's street railway lines, success not only means transportation at cost, eventually, but it means fair wages and working conditions. Every wife, mother, child and dependent of those men are equally doubly interested. It will not be their fault if the property does not succeed. But it will succeed, even in the face of the opposition and unjust criticism of the organized workers upon the property, and in the face of tolerance of unwarranted competing buss and jitney service.

As has been said by one of Detroit's daily public mentors, the whole country has its eye on Detroit in its municipal ownership venture. But not as that same mentor has said, is the one who insisted upon better wages for the men on the cars an enemy to municipal ownership in Detroit. That is a brazen assault, as pernicious as the purpose of a highwayman and as cunning as the game of a character assassin. One and all

who insisted upon an increase in the wages of the car men of Detroit knew that such increase would be no menace or unbearable burden to the property. Why not let the world know the facts?

The public mentor that would educate the world to the idea that those interested in obtaining the recent wage award for Detroit's street car men were opposed to municipal ownership, has an ulterior purpose. The prompter of that message, censuring the obtaining of an increase in wages, is the prompter of antagonism, and effort to disrupt the associate movements of wage earners. It was a cunning effort to traduce the American labor movement, the sponsor of municipal ownership. The inference that the meetings of the Detroit street car men in their associate character, are purposely secret from the public officials of Detroit is as false as might be the charge of Detroit's newspaper representatives that they were ever barred from a meeting of those men. Many public men of Detroit will support the statement, that the bars of those meetings are never closed to the public. Neither are the officials of the D. S. R. barred from the deliberations at those meetings. Their presence would be preferable to the presence of unreliable espionage. They know it.

That an increase in wages to the car men of Detroit caused an increase in fares is false as the man who knows the situation and then will insist upon it, or the mentor that publishes it without investigation and for an ulterior purpose. The increase represents one-seventh of one cent of each fare.

Before the arbitration took place and even before the wage increase was asked for, the street car men knew that the Detroit Street Railway property was taking in receipts at the rate of twenty millions of dollars per year. They and their representatives knew that the labor expense of operation cost approximately less than one-half that income. They knew that careful management of the property should yield some more than four millions of dollars above the expense of operation, including power, interest and depreciation cost. The increase in wages awarded will approximate \$650,000 per year of that four millions of dollars. It was not even a straw to break the camel's back, as it has been referred to. Is there anything about it to cause lament?

It is true that the Detroit Street Railway Commission wishes to have available some five millions of dollars with which, as they claim, to extend the property. It wants that much new capital. They fear they haven't the bonding possibility. They wanted it before there was any increase in wages asked.

As a matter of fact, even under the present management, the street railway property bought by the city of Detroit from the Detroit United Railways is not only paying for itself upon a five cents fare, but it is saving the property constructed by the city with its inferior one-man car equip-

ment that was a losing proposition until the old D. U. R. lines were taken over.

Could there have been selected three more honorable men in Detroit, or anywhere else, as arbitrators than Michigan's President of Circuit Judges, the Honorable Harry Dingman, the many times elected Municipal Court Judge Edward J. Jeffries and the respected member of Detroit's Bar Association, Attorney Frank D. Eamons? The latter was the choice of the Detroit Street Railway Commission and an honorable man. Those were the arbitrators. Their award was unanimous, and they did not give an increase that would force an increase in the street car fare, and they knew it. Their award is as follows:

The Award

Detroit, Mich., Aug. 18, 1923

The Board of Arbitration, to whom have been referred for decision, various matters in dispute between the Board of Street Railway Commissioners of the City of Detroit and the platform employes of the Detroit Street Railways, does find and award as follows:

The order promulgated by the Board of Street Railway Commissioners upon February 7th, 1923, shall remain in full force and effect, modified in the following particulars.

I. Section 2 shall remain unchanged.

II. It was proposed that certain modifications of Section 3 of the said order be made, more definitely committing the Board of Street Railway Commissioners absolutely on the matter of the lapsed time to complete various percentages of schedule runs. From the testimony submitted we believe that the Board of Street Railway Commissioners are substantially complying with the letter and spirit of Section 3 as it now reads. In view of the statement of the men's representatives made during the hearings, and in view of the testimony given by the executive heads of the Detroit Street Railways, we believe the two parties involved are in substantial accord at present. In view of the position taken by the management of Detroit Street Railways, we shall expect the full spirit of Section 3 to continue, and so far as possible and practicable, even a greater number of the schedule runs be completed in a total number of lapsed hours than at present.

III. Section 5 shall be modified to read as follows:

"Section 5. Sunday and holiday runs shall be straight runs not to exceed eight (8) consecutive hours. Time served in excess of eight (8) consecutive hours shall be paid for at the rate of ninety-five cents (95¢) per hour."

IV. Section 6 shall be revised and modified to read as follows:

"Section 6. All men now in service and all men entering the service hereafter shall be graded and paid for the first day of June, 1923, and thereafter as follows:

(a) For the first six (6) months in service, except one-man car operators, four dollars and ninety-six cents (\$4.96) per day of eight (8) hours.

For the one-man car operators, five dollars and thirty-six cents (\$5.36) per day of eight (8) hours.

(b) For the next six (6) months in service, except one-man car operators, five dollars and twenty-eight cents (\$5.28) per day of eight (8) hours.

For one-man car operators, five dollars and sixty-eight cents (\$5.68 per day of eight (8) hours.

(c) After twelve (12) months in service, except one-man car operators, five dollars and sixty cents (\$5.60) per day of eight (8) hours.

For one-man car operators, six dollars (\$6.00) per day of eight (8) hours.

(d) Owl car men shall receive eighty cents (80¢) per hour except one-man car operators, who shall receive eighty-five cents (85¢) per hour.

(e) In all cases, overtime work in excess of eight (8) hours will be compensated at the rate of seventy-five cents (75¢) per hour except as herein otherwise provided.

V. Section 10 shall be modified to read as follows:

"Section 10. Whenever the intervening time between swing runs and any of the consecutive runs amounting to forty-five (45) minutes or less, such intervening time shall be considered a part of the platform time. Motormen, conductors and operators required to do extra work, tripper or special, following the completion of a regular service day, such motormen, conductors and operators shall be paid straight time for all intervening time between the completion of the regular runs or service day until the beginning of the extra work, tripper or special service, and eighty cents (80¢) per hour for all such extra work, tripper or special service."

It is the finding of the Board of Arbitration that, in construing and applying the above section, the Board of Street Railway Commissioners shall be obligated to pay the excess of wages due to men who are actually on the payroll of the Detroit Street Railways upon August 18th, 1923, and shall not be obligated to pay the excess from June 1st, 1923, to any who have left the service of the Detroit Street Railways prior to August 18th, 1923. Any platform employe entering the service after June 1st, 1923, who is actually on the payroll of the Detroit Street Railways upon August 18th, 1923, shall be entitled to receive the additional compensation herein found.

The Detroit Street Railways shall, upon the pay day of August 31st, 1923, pay the amount in accordance with the new schedule herein found. They shall further pay the men entitled to receive the same in excess of back pay due for the period after June 1st, 1923, to August 15th, 1923, by causing the same to be paid in equal payments beginning September 15th, 1923, and semi-monthly thereafter until November 15th, 1923, at which time the full amount of the arrears shall have been paid. In the event any platform employe leaves the employ of the Detroit Street Railways who is entitled

to receive the arrears, he shall be paid at the time of his leaving the amount of such arrears.

The schedule of wages herein found to apply shall continue until and including November 30th, 1923, and as long thereafter as shall be mutually agreed upon between the Board of Street Railway Commissioners and the platform employees of Detroit Street Railways.

Certain discussion was had and evidence given during the hearings bearing on the ability of the Street Railway Commission to meet the demands of this increase without embarrassment to other plans and programs under way or contemplated with respect to rehabilitation and improvement of the street railway system. In order to fix a reasonable time within which readjustment may be had with a view to meeting these increased demands, we have felt it fair and equitable to both parties to fix the above date of November 30th, 1923, as the termination of the period within which the obligations of this award may be effective and binding unless further continued by mutual agreement.

HARRY J. DINGEMAN,
EDWARD J. JEFFRIES,
FRANK D. EAMAN;

Board of Arbitration.

Before the arbitrators, the Street Railway Commission was represented by Assistant General Manager Ross Schram. In the final of the case he was assisted by General Manager Wm. B. Mayo. The Street Railway Employees Association, M. O. branch of Division No. 26 was represented by International President W. D. Mahon and First International Vice-President Wm. B. Fitzgerald. Vice-President Fitzgerald largely conducted the solicitation of evidence in associating with President Mahon. President Mahon plead the case for the street railway men. Asst. Mgr. Schram plead the case for the Street railway Commission. Their arguments follow.

ARGUMENT OF PRESIDENT W. D. MAHON

Mr. Mahon: "I want for a minute, before I touch this evidence, to speak of the conditions here, for I feel it is advisable.

"At the opening of this case, we filed with the Arbitration Board, the terms of an understanding that was reached between this management and the representatives of the employees. They were the terms of dealing with the men in their associated capacity, as it was put. It was an agreement that was taken from the Toronto situation. In that city we have municipal ownership and operation. Our people—the members of the Amalgamated Association of Street and Electric Railway Employees of America—reached with the Commission in that city, a clear understanding as to their manner of dealing, taking their former contract with the private company as a basis and agreeing upon the terms based upon those conditions, which have worked out admirably and satisfactorily, and harmony

prevails with the men, the representatives of the city and our organization. We secured a copy of that agreement and Judge Jeffries took it to Mayor Couzens. He agreed that terms should be worked out on that basis, that such terms as would be agreed upon should be made a matter of minutes by the Detroit Street Railway Commission to make it a matter of record and a certified copy would be issued to the employees in their associated character, as a guide for dealings of the Commission with the employees in their 'Associated Capacity,' as it was put, in the future.

"That agreement, or promise, or whatever you want to call it—it has been objected to calling it an agreement, but to our minds that is what it is, an understanding between the men and the city—that understanding was entered into and entered upon the minutes of the Commission and it was entered into in good faith by us, and we have tried to carry it out. And it is provided in that certified 'understanding,' for arbitration of any subject of dispute that we can not agree upon—following the terms of the Charter under which the city is operating its roads and under which this Arbitration Board is created.

"We have followed that 'understanding and its provisions. I regret very much to say that it appears that the other side did not enter into it in good faith as we did. From a number of officials we find that their instruction was to disregard the terms of that understanding; and they were disregarded. I understand that when it was brought to the attention of those higher up, they have disclaimed any knowledge of it. But, those are the facts as we have learned them from those under officials. I speak of that today, so that there may be no misunderstanding of our position here, that the terms of that 'understanding' we expect will be carried out by the Commission; and that when this award is made, it will become a part of those working conditions which have been agreed to with these men in their joint capacity, or in their organized capacity, and that these men will be respected and so dealt with. It is our desire to deal with these people in a harmonious manner. Anyone who knows the policy of the Amalgamated Association knows that to be our policy.

"This is not a new organization. Anyone who has given any attention to it, knows that this organization has been here for over thirty years. They know the policy we have pursued has been a fair one. Personally, I am in a position in which I never hesitate to tell either side to a controversy, when I find they are wrong. The burden of administering the affairs of this Association for thirty years has fallen upon my shoulders. I have tried to deal squarely with everyone, and I am here to deal squarely with these people as we would deal with others in carrying out our contracts and live up to our word. We have come before you in this arbitration to show you that the men we represent—the em-

ployes of these roads—are entitled to more wages.

"These men we represent are citizens of Detroit. They belong here. They are known to all of you. They represent a respectable organization. From men of this organization of the past thirty years you can find many in business in Detroit; you can find them practicing law and in every field of activity—the members of Division No. 26 of the Amalgamated Association. You can find them everywhere.

"The men we represent here today are struggling to live the lives of American citizens here in Detroit, to establish homes and rear their children as respectable men and women should be reared. We come, appealing to you in behalf of those men who have a substantial organization of which we can all be proud.

"I will now briefly cover what this organization has done for its membership. We are just closing our books for our official report. In the past two years, we have paid to men in this city, 32 death claims amounting to \$51,650. We have paid 4 disability claims amounting to \$6,900. We have paid 9 Old Age claims amounting to \$16,200. When a man is in the organization 20 years and has reached the age of 65 years, and is no longer able to follow the occupation, he is entitled to an Old Age Benefit of \$1,800. These are some of the benefits available to the members of the Detroit Local of the Amalgamated Association.

"We pointed out to you this morning in a pamphlet published by the Detroit Street Railway Management, the attempt on the part of those in the management to urge our people to go into insurance, promising them cheap insurance. Let me say to you that these men have, of their own making, the best and cheapest insurance in the world. And that demonstrates what it means to them to uphold their organization.

"While I am on that point, I had intended to bring in here the Street Railway Employers Association publication, to show you how they are trying to disrupt this organization by urging group insurance among the men. And the same tactics you find in this little pamphlet that are being used by the different companies, if you please, throughout this country. So, I speak of that at this time, Mr. Chairman, and gentlemen of this Commission, that you may understand that we come here representing men who have an organization, who have struggled for years to maintain that organization, and have the cheapest insurance that can be found, because the actual cost is all that it costs us. Our unions have their business to perform; and our officers take care of the insurance without any cost to us. But with our international organization, paying out over a million dollars this year, the only cost of our insurance to our members is the hire of one clerk and the printed matter that may go with it.

"But, I started to tell you that we are here to ask for these men, a living wage. We have, I think, shown you the warrant

of it, starting with the testimony of Mr. Arthur Sturgis, a man whose reputation for honesty and sincerity cannot be questioned anywhere, who has made a study of the facts in regard to this matter. I only wish I might have the time to read to you, but you have before you and fresh in your minds, the statements that Mr. Sturgis brought to you, and the facts that he laid before you. He showed you that the trend of the entire country in the way of wages is upward. He showed you that for the month of April there were 1,279 wage increases. He showed you for the month of June there were 492 increases, and no reductions. He showed you the report of the National Industrial Conference Board, (an employers association statistical organization) that from August 15, 1922 to July 15, 1923, there were 14 reductions in wages, and 1,188 increases. He showed you, taking the prices as established in 1913 at the 100 point, that in 1923, Detroit had the highest prices then prevailing in this country—standing at 181.7 while Cleveland stood at 174.3. So that I am sure, if you please, that the testimony of Mr. Sturgis will stand before your Commission undisputed; and, from the cost of living side of it, you will find from all of the points that this evidence may be directed to, that these men are entitled to what they are requesting of this Commission at this time in the way of wages.

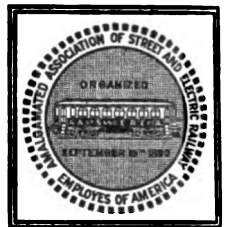
"Mr. Sturgis called your attention to a number of budgets. Now, the statisticians and those who prepare budgets, whether it be for the company, whether it be for Government, or who they prepare them for, give us the figures for the actual cost of living, the necessities of life, and not the necessary standard of life. They do not figure into that, but they cover the cost, the actual cost of the necessities, some 124 articles, as I remember it, but not what it should be to establish properly a position for American manhood. I do not think that it is necessary for but a moment's thought on the part of three men like you, gentlemen, to realize that for a man to rear a family of five, himself, wife, and three children, as the conditions stand today, that it can not be done on less than \$2,500 if you are going to support them according to the standard of American manhood. I know it is all right for our friends to come here and point out how little men can live on. But that is not the question we are interested in. We are interested, if you please, in the question of giving men the American standard of living, of bringing up our civilization and not tearing it down.

"Our men prepared a budget and it was suggested that we prepare, briefly, an analysis of it. I have not had the time to do it, but I want to now call your attention to it, because I presume that you will not have the time to read all that has been submitted to you; and from my experience as an arbitrator I know you won't. I have served as an arbitrator, myself, and I know

(Continued on Page 28)



The Motorman and Conductor



Official Journal of the Amalgamated Association of Street
and Electric Railway Employees of America
PUBLISHED BY THE ASSOCIATION
Monthly, at 260 E. High St., Detroit, Mich.
W. D. MAHON, President
EXECUTIVE COUNCIL

W. D. MAHON	International President
WM. B. FITZGERALD	First Vice-President
P. J. O'BRIEN	Second Vice-President
W. S. McCLENATHAN	Third Vice-President
WM. P. JENNINGS	Fourth Vice-President
FRED A. HOOVER	Fifth Vice-President
GEORGE A. DEAN	Sixth Vice-President
P. J. McGRATH	Seventh Vice-President
FRANK O'SHEA	Eighth Vice-President
THOMAS F. SHINE	Ninth Vice-President
ALBERT E. JONES	Tenth Vice-President
JAMES LARGAY	Eleventh Vice-President
J. B. WILEY	Twelfth Vice-President
M. J. MURRAY	Thirteenth Vice-President
C. U. TAYLOR	Fourteenth Vice-President
L. D. BLAND	International Treasurer
GENERAL EXECUTIVE BOARD	
EDWARD McMORROW	A. H. BURT
MAGNUS SINCLAIR	WILLIAM F. WELCH
P. J. SHEA	J. E. LAWSON
JOHN H. REARDON	WM. B. FITZGERALD
R. L. REEVES	Secretary

Correspondents will please address all communications for
publication to R. L. REEVES, Editor.
Subscriptions payable to W. D. MAHON, President.

Per Annum, \$ 75
Single Copy, 10 cents.

SUBSCRIPTION

ASSOCIATION

Articles of Constitution

Section 1. The objects of this Association shall be to
organize Division Associations.

Sec. 2. To place our occupation upon a high plane of in-
telligence, efficiency and skill; to encourage the formation in
Division associations of Sick Benefit Funds; to establish
schools of instruction and examination for imparting a prac-
tical knowledge of modern and improved methods and sys-
tems of transportation and trade matters generally; to
encourage the settlement of all disputes between employer
and employee by arbitration; to secure employment and
adequate pay for our work; to reduce the hours of daily
labor and by all legal and proper means to elevate our
moral, intellectual and social condition.

Unsigned communications cannot be published. Names
of correspondents will not appear with their products unless
by special permission of the correspondent. Matter for pub-
lication should be in not later than the 2nd of the month,
and should be written on one side of the paper.



25

"It is our position that there shall be no discrimination in favor of any employee from the fact that he does or does not belong to the organization of his craft." This is the attitude conveyed by one who wishes to impress the public and employees that he is serious and intentional in non-discrimination or in the perpetuation of the open shop.

It is the natural pursuit of a wage earner to so establish employment conditions that will yield the most satisfactory income to him from employment under the most satisfactory conditions. That is a natural inclination. It is just as natural as an inclination can be. If the wage earner understands the influences that effect such a condition of employment, then the natural inclination is to associate with his fellow workers in an associate movement to effect the desired wages and working conditions, or the most nearly to that point possible. He well knows that this is the only means of modifying employment conditions or obtaining more of the results of his labor. He realizes that it is the only means of collective agreement. The incentive creates the inclination and he naturally moves in that direction.

Employers of wage earners whose business depends upon the employment of wage earners for profit, clearly understand the purpose of wage earners to associate for collective bargaining. There is no means of camouflaging the object of employees in associating together through the natural inclination to effect better wages and working conditions. Those of employing properties and managements have their incentives that tend to natural inclinations and

that incentive is profit from investment. It is true that profit from investment depends upon the marketing of the production from the investment and the labor that is employed to create that production, and one of the big items that intervenes profit is the labor cost in the production. This applies, as well, even though the production may be street car rides, the furnishing of which is the business of street railway properties.

Wage earners really are not machines. They are human beings. They are a part of the great consuming public. To a vast degree they supply the market for products of profit employing concerns. The wage earner who has the greatest income from his labor is naturally the greatest purchaser of those among wage earners. Therefore, there would be a natural inclination on the part of every producing employing institution to encourage the wage earners of all other types of employment to organize and establish a condition in employment that would bring the greatest general wage to the wage earners of those various industries. But the resistance to this inclination of encouraging the organizing of wage earners in other industries is the thought that those of other industries will encourage the employees of this particular industry to organize that they may become a more active market for the products of other profit employing industries. A street car company is anxious that the community supplied by transportation may be well provided to purchase the greatest amount of transportation from the street car property. On the other hand, manufacturers and merchants are equally anxious that

street railway men may be so employed that they will most vigorously contribute as consumers in the market for other products. But the measure of profit is the difference between the cost of production and the selling price, and the big item of cost of production of street railway fares is labor—the labor cost.

Can an employer or an employing management be regarded as sincere who assumes that his platform or policy of employment is that "It is our position that there shall be no discrimination in favor of any employe from the fact that he does, or does not, belong to the organization of his craft?" Sincerity in such an expression means that the employe may exercise his own will with the fullest of freedom as to whether he will associate with his fellow workmen in the organization of their craft. Does the propounder of the quoted expression mean that? Will not his manager be found telling employes that they "don't have to join the union?" And may not that expression come with even more emphasis from spirit and temper of language than the words convey? And is there not a resistance presented to the employe making the inquiry of such a manager in a reply of that nature? An assistant manager recently charged with prejudice was heard to say: "I do not discriminate. Men have come to me and asked me if they were compelled to join the union. I have always told them that they don't have to join the union." Is not there the appearance of a resistance to the union in this frank confession of this assistant manager? If this assistant general manager were sincere in supporting the alleged non-discrimination policy of the property in employment, when approached by an employe with the inquiry as to whether he shall or shall not join the union, why would he not reply: "That is a matter of your own choice in which you can exercise your own free will. Naturally this property wants harmony among the employes. But there is no compulsion requiring employes to join with their associate employes." But that is not the reply that this non-discriminating assistant general manager professes to make. He professes that he is not called upon to make such a reply. He makes a different reply. He replies: "You don't have to join the union." And the voice is tempered with the inclination of that assistant general manager. If the inclination of this assistant general manager is of a nature antagonistic, the voice will follow that inclination. If the inclination is not antagonistic to the union, but sincere in the purpose of establishing a non-discriminating policy, the voice will be so tempered that the employe will turn from him feeling that he has perfect freedom in the matter of joining the organization, and he will join, as it is his inclination that harmony may reign in his associations with his fellow workmen. He would be an extreme exception that would merit but little consideration from his asso-

ciate employes, if he were not of that inclination. Generally, the employe who will secretly consult the manager upon a subject of this nature is timid. The inclination that leads him to inquire of the Assistant general manager as to his status in respect to joining or not joining the union of his associate employes, is to learn in what course he must follow to insure tenure in employment. He wants to know whether his job is more safe by keeping out of the union, than by joining it. He wants to know whether by refusing to join the union he may assume a sort of stand-in with the boss, and may have the protection of the boss in holding his job. There isn't any need of our trying to get away from this fact. This particular assistant general manager, or other bosses of the same type who may be opposed to the union, cannot deceive men. He does not design to deceive those who make the inquiry of him. He tells them in a tone of voice that they cannot misinterpret that they "do not have to join the union." That voice will infer that they will stand-in better with him if they keep out of the union. The man who is not fearful of his job will join the union without questioning and he will urge others to join the union.

August 2 marked the passing of the President of the United States. The Nation paid respect to the man who had not completed his task, due to an untimely death. What President Harding would have done had he lived to more fully understand the relations of man, will never be known. He conducted his office religiously upon the lines outlined by those who were the sponsors of his being placed at the helm of a great republic. It was expected. There is one utterance of President Harding that can be well remembered by those who toil. There is no doubt that human spirit, rather than political policy of those who were his counselors prompted that utterance. And it was uttered to one whose industrial course, it is well known, had not been in harmony with the human expression that came to him from the president. The utterance was directed to E. H. Gary of the U. S. Steel Trust. "I have now had an opportunity of reading the full report of the committee of the Iron and Steel Institute on the question of the abolition of the twelve-hour day in the steel industry. I am, of course, dissatisfied that no conclusive arrangement was proposed for determination of what must be manifestly accepted as a practice that should be obsolete in American Industry." His appeal was for the Eight-hour Day for labor. It let the world know what he really thought of Gary's labor policy. It was in accord with the champions of the American Labor Movement. It was not a tribute to the U. S. Steel Trust.

Life is not found hard by those who live to make it easier for others.—Forbes Magazine (N. Y.).

FROM LATE REPORTS OF INTERNATIONAL OFFICERS

International President W. D. Mahon, who assisted Division No. 241, Chicago, Ill., upon its wage arbitration, after the award was handed down in that case returned to Chicago, where he assisted Division No. 308, upon arbitration of the wage dispute between that Local and the Chicago Elevated Railway. The award in the case of Division No. 241, granted wage rates of 68 cents per hour for the first three months service men, 71 cents per hour to the next 9 months service men, and 73 cents per hour to those of one year of service, with owl cars to receive 75 cents per hour. The wage is upon the basis of the 8 hour day, with one-half time added for work in excess of 8 hours. These rates were awarded for the first year of a two year agreement. For the second year of the agreement rates are to be 70 cents, 73 cents, and 75 cents per hour, with 77 cents per hour for owl cars. The increase in wages was 3 cents per hour for the first year of the agreement, and 5 cents per hour for the second year of the agreement. The award upon the Elevated arbitration granted to the members of Division No. 308, wage rates of 75 cents per hour to regular motormen, and 70 cents per hour to regular conductors. Extra motormen were granted 69 cents per hour for the first 3 months of service, 70 cents per hour for the next 9 months of service, and thereafter 75 cents per hour. Extra conductors were granted 68 cents per hour for the first year of service and 70 cents per hour thereafter. Overtime is computed at one-half time pay additional. These rates are for the first year of the two year agreement. Two cents per hour are to be added to these rates for the second year of the agreement. The increase was 3 cents for the first year, and 2 cents more per hour for the second year, making 5 cents per hour over the present rates for the second year of the agreement. Following the arbitration of the wage dispute of Division No. 308 and the employing company, President Mahon returned to Detroit, where a third arbitrator had been chosen in the wage dispute of the Municipal Ownership Branch of Division No. 26, and the Detroit Street Railway Commission. This Board completed, comprised Judge Harry Dingeman, of the State Circuit Court, Judge E. J. Jeffries of the Detroit Municipal Court, and Attorney Frank D. Eamons. Judge Jeffries was chosen by Division No. 26, and Attorney Eamons by the Street Railway Commission. In the arbitration of this case the International President was assisted by First Int. Vice-President Wm. B. Fitzgerald in the routine of the work. The case was presented to the Board in behalf of the employes by President Mahon, and in behalf of the City by Assistant General Manager Ross Schram. The award in this case granted wage rates of 62 cents per hour for first 6 months service men, 68 cents per hour for the second six months

service men, and 70 cents per hour to those of one year of service, with 75 cents per hour for work on regular runs in excess of 8 hours and with overtime at 80 cents per hour, except Sundays and Holidays, upon which days overtime will be paid at 90 cents per hour. The D. U. R. settlement, the wage feature of which had been worked out by Int. President Mahon and the employing company, obtained to the members of the D. U. R. Branch of Division No. 26, and Divisions 90, Port Huron and Mt. Clemens; and 111, Ypsilanti, six cents per hour increase, making the rates 61 cents for the first 3 months service men, 64 cents to those of the next 9 months service, and 66 cents to those of more than one year, with time and one-fourth for overtime, except Sundays, which pays time and one-half for overtime. $\frac{3}{4}$

First Int. Vice-President Wm. B. Fitzgerald, in the absence of International President W. D. Mahon, after the members of Division 26, D. U. R. Branch, 90, Port Huron, and Mt. Clemens; and 111, Ypsilanti and Ann Arbor had approved of wage rates worked out by the International President, placed the proposition before the D. U. R. officials and the wage rates were accepted by the company and the agreement was signed up. He then took up the completing of the arbitration on the M. O. Branch of Division No. 26, and assisted Int. Pres. W. D. Mahon in the arbitration case after the Board was completed, with results as reported in the work of the Int. President. Upon the assembling of the General Executive Board in Detroit, August 24, he was in attendance at the meeting of the Board.

Second Int. Vice-Pres. P. J. O'Brien assisted Division No. 967, Staten Island upon agreement work. The subject of an increase in wage was submitted to the Street Railway Commission, Staten Island New York. Pending this work a serious situation arose upon the Public Service Corporation properties of New Jersey, involving the members of Division No. 819, Newark, N. J., and associate Locals, who were negotiating a new wage scale. The Locals applied for an increase in wages. Conferences failed in obtaining an agreement and the Locals comprising some 5,000 members suspended work August 1. Per his report of August 19, there had been no operation upon the system. However, there was encouragement that there may be effected an early settlement.

Fourth Int. Vice-Pres. Wm. P. Jennings, early in August, visited Montreal, where he assisted Division No. 790, in a matter of grievance that had arisen from an order of the employing company. This work, however, was later continued by G. E. B. Member Magnus Sinclair, whom he assisted upon his visit to Montreal.

Fifth Int. Vice-Pres. Fred A. Hoover was dispatched to Moose Jaw, Alta., where,

upon this arrival he found that Division No. 614 had suspended work as a protest for the dismissal of a member of the local by the employing company. The suspension took place August 1. He was able to obtain the return to work of the members pending arbitration of the dispute. The case was left to a board of arbitration comprising Hon. A. C. Pascoe, chairman and Mr. S. A. Hamilton, appointed by the Company and Mr. Chas. J. Green, appointed by the Local. Hearing on this case was had August 3. The member was reinstated. Vice-President Hoover then assisted the local upon agreement work. An agreement was worked out for submission to the local for ratification at a meeting to be held August 11.

Eighth Int. Vice-Pres. Frank O'Shea, assisted Divisions 125, Belleville and 805, East St. Louis, Ill. in the submission to arbitration of the wage dispute of the locals and the employing company. Arbitration resulted in an award granting 3¢ per hour increase. This created wage rates of 45¢ for first 3 months men; 48¢ for the next 9 months and 54¢ per hour to those of more than one year of service, with 5¢ per hour additional for one-man cars on city lines and upon interurban lines, for first 3 months 50¢; for the next 9 months, 53¢; and thereafter, 56¢ per hour. As reported August 17, he was assisting Division No. 788, St. Louis, Mo. upon agreement work which was in a conference stage.

Tenth Int. Vice-Pres. Albert E. Jones reports a settlement at Mansfield, O., of the wage dispute of Division No. 389. An increase of 4¢ per hour resulted, with 7¢ additional to two-man car rates for one-man cars. He visited Akron, O. in the interest of Division No. 98, where he found the local involved in some contention relative to an election of Delegate to the Oakland convention. The matter was straightened out. He assisted Divisions Nos. 845, Springfield, O. and 852, Lima, O. upon agreement work. An agreement was obtained bearing 5¢ per hour increase. Division No. 759, Lima, O. was compelled to recognize a condition of lockout and suspended work August 12. Vice-President Jones is assisting this local. At Zanesville, Division No. 809 and Newark, O., Division No. 839, he reports under date of August 18, are negotiating a new agreement.

Eleventh Int. Vice-Pres. James Largay, reports under date of August 18, a continuance of the strike of Division No. 576, Schenectady, N. Y. There appears to be no immediate settlement in sight. The members of this local were locked out, following a reduction of wages and refusal of the management of the Company to continue agreement relations.

International Treasurer L. D. Bland, associated with International President W. D. Mahon, upon the arbitration of the wage

dispute of Division No. 308, Chicago, Ill. This case is reported upon in the work of International President W. D. Mahon. At the close of this report he was in attendance at the meeting of the G. E. B. at Detroit.

General Executive Board Member Edw. McMorrow visited Peoria, Ill. to assist Division No. 416 upon a seniority dispute that had arisen by the consolidation of work on various lines. The case was submitted to the G. E. B. for a decision. He visited Springfield and Danville, Ill. on agreement work in the interest of Divisions Nos. 907 and 905. The case at Danville is reported as indicating arbitration. At Decatur, Ill., he reports an agreement consummated in the interest of Division No. 859. Wage rates were agreed upon at 46¢ per hour for first year men; 48¢ for second year men and 51¢ per hour to those of more than two years of service. At the close of this report, he was in attendance at the meeting of the G. E. B. at Detroit.

G. E. B. Member Magnus Sinclair visited Division No. 790, Montreal, Que., upon agreement work. Negotiations led to the offer of the management of the employing company to restore agreement relations with the local. The local was seeking the establishment of the 8-hour day system of employment. Board Member Sinclair advised the local to submit the proposition of the management to a referendum vote. It has been since reported that this was done and that agreement relations have been renewed with that company. At the close of this report, he was in attendance at the G. E. B. meeting at Detroit.

G. E. B. Member P. J. Shea brought the wage dispute of Division No. 627, Cincinnati, O. to arbitration. The case was tried before an arbitration Board comprising Judge E. S. O'Hara as presiding arbitrator, Attorney Jas. H. Vahey, appointed by Division No. 627 and Judge C. M. Peck, appointed by the Company. Following the submission of the case to the arbitrators, he went to Lexington, Ky., where he assisted Division No. 639 in obtaining a renewal of agreement. At Detroit he was in attendance at the meeting of the G. E. B. as this report closes.

G. E. B. Member John H. Reardon reports the wage arbitration award upon the Eastern Mass. Rys., to have been handed down. The award fixes wage rates as follows: For first 3 months men, 52½¢ per hour; for next 9 months men, 55½¢ per hour and 58¢ to those of one year of service. One-man car service is paid 5¢ per hour in addition to those rates. Overtime is at the rate of time and one-half. The increase was 3½¢ per hour. Arbitrators were Mr. Harry A. Atwell, chairman, Mr. Fred Cummings appointed by the Co. and Atty. Jas. H. Vahey, appointed by the locals. The award applies to Division No. 174, Fall River and associate locals. At

Holyoke, Division No. 537 was assisted by Board Member Reardon in adjusting a seniority case. At Fitchburg, Mass., he was called in to adjust a seniority case, resulting from the installing of one-man cars on one of the lines operated by members of Division No. 590. At Boston, he reports that the wage arbitration involving Division No. 589 has been completed and is awaiting an award. Arbitrators were Hon. George L. Mayberry as chairman, Charles W. Mulcahy appointed by the Company and Atty. James H. Vahey, appointed by Division No. 589. At Waltham, Mass., the wage dispute involving Division No. 600, per report of August 19, was awaiting the appointment of a third arbitrator.

G. E. B. Member Allen H. Burt is reported as having nearly recovered from his recent severe sickness, although not yet in condition to resume his duties as Board member or to return to his work upon the Salt Lake City street railway.

G. E. B. Member Wm. F. Welch reports that at Parkersburg, W. Va. and Marietta, O., the members of Divisions Nos. 815 and 816 received an increase in wages of $4\frac{1}{2}\%$ per hour, following the signing of agreements by Divisions Nos. 812 and 813 at Clarksburg and Fairmont, W. Va., locals employed by the same property. Following his work at those places, Board Member Welch made an investigation of a seniority dispute within Division No. 103, Wheeling, W. Va., where the case was submitted to the G. E. B. for final decision. At the close of this report, he was in attendance at the G. E. B. meeting at Detroit.

G. E. B. Member J. B. Lawson, in August was dispatched to Charleston, S. C., to visit Division No. 610, where the local became involved in a political strife with the C. L. U. of that city. The Local was charged with taking sides in opposition to candidates for mayor and councilmen that had the endorsement of the C. L. U. Board Member Lawson reports that the candidates who were successful were the ones endorsed by the Charleston Local and that he found the labor movement split on the issue. However, following election, a reconciliation was effected. At Macon, Ga., he assisted Division No. 898 upon agreement negotiations. Agreement was made upon the wage rates and Board member Lawson came to Detroit where he attended the G. E. B. meeting.

The non-partisan policy of the American labor movement, as adopted by the American Federation of Labor, and to which the affiliated organizations are naturally committed, has well served labor in political affairs. When representatives of organized labor go to legislators to obtain their support for legislative measures, they never ask the legislator to what political party he belongs.

STRIKES AND LOCKOUTS

St. John, N. B.—Nothing new can be reported from this situation. Division No. 663 is yet protesting the lockout. No loyal members of the Local have returned to work. Our attitude had its effect on the property. It will continue until the management sees fit to respect the rights of wage earners.

Buffalo, N. Y.—One year has passed since Division No. 623 resented the lockout attitude of the Mitten Management that has control of the Buffalo Street Railway property. There has been no change in the situation. The property is running at a loss and under present conditions it is only a matter of time when it will go into court as a bankrupt institution. Our boys will never return to work until they can return under the right of collective bargaining.

Schenectady, N. Y.—Division No. 576 suspended work May 17. We are now in the fourth month of our effort to obtain the right of collective agreement. The company here is split. One-half of it is owned by the New York Central Railway people, the other half by the Hudson River Co. The latter has control. Cars are running but no one is riding. Recently a car wrecked an automobile, doing considerable damage. There were four strike-breakers on the car. All four of them deserted the service. Jitneys are being operated, although there is a questionable injunction hanging over them and they are subject to be called into court to answer contempt proceedings. It depends upon what disposition is made by the injunction, which is now pending the hearing as to whether it will be made permanent or not. International Vice-President James Largay is assisting materially upon the situation.

Moose Jaw, Sask.—Division No. 614 suspended work August 1. A contention arose over the dismissal of one of the members upon charges that he denied, and on which the members felt that he should not be dismissed. In the early hours of the suspension, Int. Vice-Pres. Fred A. Hoover arrived and an arrangement was made under which the members resumed work, submitting the case in dispute for arbitration. The suspension lasted but 12 hours.

Newark, N. J.—Division No. 819, of Newark, in conjunction with Divisions Nos. 820, Hoboken; 821, Jersey City; 822, Paterson; 823, Elizabeth; 824, New Brunswick; 825, Edgewater; 862, Dunellen; and 880, Camden, N. J., suspended work August 1. The Locals in joint agreement purpose petitioned the employing company for an increase in wages. This, the company contended, could not be granted under present conditions. The Locals then offered arbitration, but this the management of the company refused, unless the arbitration should be with the members of the Public Service Commission of New Jersey acting as

arbitrators. This proposition, the men rejected. As regular arbitration could not be obtained, the members concluded to suspend work to await a time when the company would either grant a desirable increase in wages or arbitrate before an arbitration board regularly constituted, on which the members of the Local could have a member of their own selection. About 4500 members are involved.

Lima, Ohio.—Division No. 759, that for years has enjoyed collective agreement relations with the employing company, at the expiration of the agreement that existed, approached the management for renewal of agreement relations and an increase in wages. The management of the employing company refused to further entertain collective agreement relations with the employees. No conferences leading to an adjustment could be entered with the management. In fact the door was locked against us. The property is in the hands of a receiver. We used every endeavor to obtain an audience or settle the matter by arbitration. There was also an attitude of the company expressive of resentment of the fact that the employees are organized. We could see nothing in this except a state of lockout in the event that we continued in membership in the Association. The result was that we suspended work August 12. There has yet been no approach for a settlement. To this date, we have been assisted by Int. Vice-Pres. Albert E. Jones.

CO-OPERATORS GO TO SCHOOL IN CLEVELAND

There's no royal road to successful co-operative management. Cleveland co-operators have discovered, so they've taken to school and to hard study to help make their co-operative enterprises blooming successes. Classes in co-operative management are being organized for the fall term, with Professor Cehlke, of Western Reserve University, as instructor. Students attending these classes will be especially fitted for positions in the various Cleveland co-operatives.

That's for American-speaking co-operators, but the foreign-speaking co-operators are to be cared for too. Under the direction of the Cleveland District Co-operative League, classes are to be opened in the Slovenian and Finnish settlements, to teach foreign co-operators the English language. The Co-operative League, directing this ambitious educational program, is a federation of all the many co-operative enterprises in the city, including many stores, a dairy, bakery, tailoring establishment, and other shops.

Already the City Co-operative Dairy promises to be a serious competitor of the private profit-taking dairies. Its business, averaging over \$50,000 a month, includes a large distributing business among the important chain stores of the city, where working people buy their milk daily, as well as the door-to-door service.

Cleveland's co-operative bakery has set new working standards for bakers in private baking establishments as well as raised the purity and quantity standard in the bread business. As a result of the competition offered private bakers by the co-operative, night work in all the Cleveland bakeries has been completely abolished. This creditable achievement is the work of Jewish bakery co-operators. Czecho-Slovakian co-operators, with a membership of 1000, are conducting half a dozen co-operative retail stores which last year did a business of more than a quarter million dollars annually.

Backing all these co-operative enterprises is the great Brotherhood of Locomotive Engineers Co-operative National Bank, with its \$24,000,000 resources. This great credit institution of the working people is one of the big reasons for such widespread success in the Cleveland co-operative movement.

BRITISH FRIENDS APPEAL FOR A REVISION OF THE TREATY

The Yearly Meeting of the Religious Society of Friends in Great Britain has asked for widespread publicity of its appeal, issued by its June meeting in London, for a revision of the Treaty of Versailles. The Society "feels impelled, as a religious community, to speak out upon the present deplorable state of Europe." The statement asserts that the enforcement of the Peace Treaty is "riveting militarism more firmly upon Europe, destroying the will to peace and intensifying the spirit of revenge." It is declared that all the conferences held under the Treaty have failed.

"On financial, economic and political grounds the Treaty of Versailles has been arraigned. We, however, are burdened chiefly with its fundamental immorality. The first consideration for the framers should have been to relieve the common suffering of the peoples rather than to increase the power of victor states. It was wrong to exclude the conquered from the Peace Conference, wrong to impute sole guilt and to extort an admission of that guilt by the weapon of starvation, and it was wrong to ignore the promise of better terms to a democratic Germany. The Treaty is morally invalid because many of its provisions, unjust in themselves, are a breach of the terms on which the Central Powers laid down their arms."

Following these general declarations there is a bill of particulars to the effect that the Treaty was not really negotiated, since the contemplated peace congress was never held, but that the terms of peace were simply imposed; that, on the testimony of Lloyd George and Signor Nitti, the "sole guilt" of Germany was a fiction; that the Allies continued the blockade against Germany during the Armistice, raising it only when Germany signed the Treaty and assumed sole responsibility for the war; that the British Government was fully aware of the consequences of this policy as evidenced by Mr. Winston Churchill's statement several months before the peace was signed that

"this weapon of starvation falls mainly upon the women and children, upon the old and the weak and the poor"; that the Treaty constituted a breach of faith with Germany after she had been assured by President Wilson that better terms would be granted to a democratic government than to "military masters and monarchical autocrats," which assurance was followed by the German Revolution; that the Treaty violates No. 3 of the Fourteen Points, which promised equality of trade relations; No. 4, which promised a drastic reduction of armaments; No. 5, which promised an absolutely impartial adjustment of all colonial claims; No. 8, of which the administration of the Saar Valley is a violation; and No. 14, which provides for a "general association of nations" which the League is not.

CHURCH AND SOCIAL SERVICE.

COAL PROFITEERS UNCHECKED, CONTINUE EXTORTION

Exports of anthracite coal during the ten months ended April 30 were only 21,934 tons less than the shipments abroad in the same relative period of 1921-22. The price of the anthracite exported in 1922-23 averaged only about 16 cents a ton more than that exported in 1921-22. The exports of anthracite in the ten months from last July to last April totaled 2,869,307 tons, valued at \$31,527,677.

While this anthracite was going out of the country at a price of less than \$11 a ton, the American people were being informed by officials of the Government that a shortage of this sort of coal is due again next winter and that it will be as dear as it was in 1922-23. Just how the price to foreign buyers can be made as low as \$10.98 cents a ton while the American consumer is compelled to pay from \$16 to \$26 is not explained by the Department of Commerce, which supplies the statistics of exports.

The profiteers in coal, like the profiteers in sugar, and clothing, and food, and building materials are preparing to continue next fall and winter the extortion which the people experienced during the cold weather from last October to last April.

Former Senator Frelinghuysen is now telling the people of New Jersey what they had already learned by the bitterest kind of experience during the past winter. He charges in effect that a combination in restraint of trade exists to force consumers to pay unconscionable prices for the anthracite they need or else endure hardship and suffering.

"Eight companies produce three-fourths of the output (of anthracite) and these same companies control 90 per cent of the underground reserves," says Mr. Frelinghuysen, now that he has been ousted from the Senate and wants to return.

"With the eight companies are affiliated eight railroads serving the anthracite fields," he continues. "The interests controlling the companies and the railroads secure three

profits, one on mining, another on wholesaling, and a third on transportation. The freight rates charged by the railroads carrying coal are exorbitant and should be reduced to a fair level."

All this was true while Mr. Frelinghuysen was in the Senate last fall and winter when the people were suffering for want of fuel unless they were able to pay \$20 and \$25 a ton for it. Mr. Frelinghuysen was not conspicuous as the champion of the consumer then, although Senator Walsh was doing his best—and without success—to get the administration to take some action to protect consumers. Congress passed what, among other things, purported to be "an act to prevent profiteering in coal." There never was even the slightest attempt to enforce this law and the people not only were gouged in price but instead of coal received for their money slate and rocks that Col. George W. Goethals called "fire-proof fuel."

The above facts are presented to the public by Richard Linthicum, a publicity agent, and quite well shows that wages of coal miners, or even the coal strike has little to do with the exorbitant price consumers are compelled to pay for anthracite coal.

The Pennsylvania Railroad Co. is ignoring the decisions of the United States Railroad Labor Board. It is doing so flagrantly and brazenly. It is getting away with it. Not only do they stand in contempt of and with the U. S. Railroad Labor Board, but they also took occasion to seek an injunction from the Federal Court to restrain the United States Railroad Labor Board from interfering with their labor policies. The federal court gave ear to the Pennsylvania Railroad Company and at a hearing on the injunction the court dissolved the injunction and "upheld the right of the Board to issue Decision No. 218 and to render a decision under Section 313, declaring that the carrier had violated the Board's decision—" In various elections of representatives of the employees to represent them in wage and working conditions negotiations the Pennsylvania Company ignored the majority rule and allowed the election of representatives to be made on a very small minority vote, so that employees, in a way sub rosa nominated by the officers of the company, should be elected. The Railroad Labor Board recognizing the injustice of such a course, directed another election. This the company ignored. Later the company took occasion to ignore the representatives of the railway clerks, express and station employees' representatives and held another company controlled election where representatives of this type of employees were recognized as elected, as a sample, by a vote of five of those employees recognized by the company, to 172 who voted for the regular representatives of the organization, as on the Akron Division. On the Eastern Division, out of 750 votes, the three who were elected received 94, 65 and 61 votes as against practically 600 for their oppon-

ents. In the Pittsburgh Division of the Pennsylvania Company where 1,343 clerks were eligible to vote and did vote, the company refused to recognize only those who voted for the company nominees—about 10 per cent of the total vote. The company is now holding in contempt the decision of the Supreme Court of the United States and will get away with it. Were it the clerks' and stationmen's Union that was holding the U. S. Railroad Labor Board and the U. S. Supreme Court in contempt the people would well know it and the federal administration, as was the case in the Railway Shopmen's and Coal Miners Strike would not only have the Department of Justice out after the workers, but would also detail the regular U. S. Army. At least that is what was done in the Railway Shopmen's and Miners' strike and the miners were not holding anyone in contempt. Neither were the railway shopmen. Is it possible that it depends upon whose axe is being ground?

The cure-all for national, corporate, individual woes: Honest services rendered with a will.—Forbes Magazine (N. Y.).

Disbursements from the Death, Disability and Old Age Benefit Fund during the month of July, 1923, were made to beneficiaries on claims as follows:

Death Benefits

Austin Roeder, administrator of estate of deceased, for beneficiaries, death claim of Charles F. Vick, deceased, late member of Div. No. 282, Rochester, N. Y.; cause, Chronic Interstitial Nephritis.....	\$800.00
Frederick F. Walker, financial secretary of Div. No. 281, for beneficiary, death claim of Thomas Boyle, deceased, late member of Div. No. 281, New Haven, Conn.; cause, Endothelioma of the visceral peritoneum.....	800.00
Mrs. Margaret Simon, beneficiary, death claim of Peter Simon, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Accident—Fracture of skull, caused by overturning of auto, which he was driving.....	800.00
Mrs. Margaret Mullins, power of attorney for beneficiary, death claim of Jeremiah O'Callaghan, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Tuberculous Meningitis.....	800.00
Mrs. John H. Barry, beneficiary, death claim of John H. Barry, deceased, late member of Div. No. 623, Buffalo, N. Y.; cause, Cerebral Hemorrhage.....	800.00
Mrs. Kazimira Chmielewski, beneficiary, death claim of John K. Chmielewski, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Uremia and Chronic Nephritis.....	800.00
Mrs. Edward Prevost, beneficiary, death claim of Edward Prevost, deceased, late member of Div. No. 279, Ottawa, Ont.; cause, Multiple Emboli complicating Acute Endocarditis.....	800.00
Mrs. Edward Prevost, beneficiary, death claim of Edward Prevost, deceased, late member of Div. No. 279, Ottawa, Ont.; cause, Multiple Emboli complicating Acute Endocarditis.....	800.00
Mrs. James Ford, beneficiary, death claim of James Ford, deceased, late member of Div. No. 279, Ottawa, Ont.; cause, Lobar Pneumonia.....	100.00
Romanzo A. Kelley, administrator of estate of deceased, for beneficiaries, death claim of Joseph M. Kelley, deceased, late member of Div. No. 589, Boston, Mass.; cause, Cerebral Hemorrhage, Chronic Nephritis and Myocarditis.....	800.00
Mrs. Winnifred Desjardins, beneficiary, death claim of J. L. Desjardins, deceased, late member of Div. No. 790, Montreal, Quebec; cause, Cerebral Hemorrhage.....	250.00

Mary O'Leary, beneficiary, death claim of Patrick O'Leary, deceased, late member of Div. No. 192, Oakland, Calif.; cause, Perforated Gastric Ulcer and Peritonitis.....	800.00
Mrs. Emma Knight, beneficiary, death claim of Ciro Knight, deceased, late member of Div. No. 194, New Orleans, La.; cause, Lobar Pneumonia.....	350.00
Catherine Carney, beneficiary, death claim of Jacob E. Carney, deceased, late member of Div. No. 568, Erie, Pa.; cause, General Paralysis of the Insane.....	800.00
Mrs. Anna E. Harrop, beneficiary, death claim of John W. Harrop, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Pernicious Anemia.....	\$800.00
L. A. Graesser, financial secretary and treasurer of Div. No. 788, for funeral, doctor's, nursing and other expenses, death claim of L. D. Beavens, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Pulmonary Tuberculosis.....	500.00
Mrs. Anna P. Carey, beneficiary, death claim of Edward R. Carey, deceased, late member of Div. No. 241, Chicago, Ill.; cause, General Paralysis of the Insane.....	800.00
Mrs. Anna P. Carey, beneficiary, death claim of Edward R. Carey, deceased, late member of Div. No. 241, Chicago, Ill.; cause, General Paralysis of the Insane.....	800.00
Elmer J. Sigwalt, administrator of estate of deceased, for beneficiaries, death claim of William Luedtke, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Broncho-Pneumonia.....	800.00
Mrs. Edward Lebengood, beneficiary, death claim of Edward Lebengood, deceased, late member of Div. No. 118, Pottsville, Pa.; cause, Angina Pectoris.....	800.00
Harmeline Champagne, beneficiary, death claim of Peter Champagne, deceased, late member of Div. No. 448, Springfield, Mass.; cause, Lobar Pneumonia.....	200.00
Alice Boyd, beneficiary, death claim of Samuel Boyd, deceased, late member of Div. No. 582, Utica, N. Y.; cause, Pulmonary Tuberculosis.....	800.00
Mrs. Helen S. Adams, beneficiary, death claim of Frederick C. Adams, deceased, late member of Div. No. 570, Waterbury, Conn.; cause, Apoplexy.....	800.00
Mrs. Carrie Terongo, beneficiary, death claim of Edward A. Terongo, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Bronchial Pneumonia.....	800.00
Mrs. Ellen Frawley, beneficiary, death claim of Edward Frawley, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Angina Pectoris.....	800.00
Mrs. Lena Brandt, beneficiary, death claim of George Brandt, deceased, late member of Div. No. 627, Cincinnati, Ohio; cause, Cancer of Bladder.....	150.00
Mrs. Polly Whipple, beneficiary, death claim of Richard Whipple, deceased, late member of Div. No. 627, Cincinnati, Ohio; cause, Pernicious Anemia.....	800.00
Matthew Donnelly, beneficiary, death claim of Anthony Donnelly, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Accidental Asphyxiation by drowning.....	250.00
Mrs. Dorothy Warner, beneficiary, death claim of Oliver E. Warner, deceased, late member of Div. No. 515, Galesburg, Ill.; cause, Carcinoma of Stomach.....	400.00
Emma L. Bates, beneficiary, death claim of Henry A. Bates, deceased, late member of Div. No. 261, Lawrence, Mass.; cause, Cerebral Hemorrhage.....	800.00
Mrs. Lettie McKain Steinhauer, beneficiary, death claim of Edward Steinhauer, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, Lobar Pneumonia.....	\$800.00
Frances G. Pierce, beneficiary, death claim of Philip M. Koons, deceased, late member of Div. No. 184, Williamsport, Pa.; cause, Cerebral Hemorrhage.....	200.00
Mrs. Catherine Rae, beneficiary, death claim of James Rae, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Organic Heart Disease.....	800.00
Mrs. Christina Anderson, beneficiary, death claim of Peter Anderson, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Rupture of Aneurism of Aorta.....	800.00
Nelia M. Dudley, beneficiary, death claim of Moses Dudley, deceased, late member of	

Div. No. 496, Pittsfield, Mass.; cause, Cirrhosis of Liver.....	800.00	Emma R. Washburn, beneficiary, death claim of O. D. Washburn, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Carcinoma of Oesophagus.....	500.00
Mrs. Eva Dugan, beneficiary, death claim of John Dugan, deceased, late member at Large, Detroit, Mich.; cause, Brain Abscess.....	800.00	Owen Lynch, financial secretary of Div. No. 580, for beneficiaries, death claim of James I. Hanna, deceased, late member of Div. No. 580, Syracuse, N. Y.; cause, Cancer Oesophagus, Oedema of Lungs and Myocarditis.....	600.00
Mrs. Christina Sekinger, beneficiary, death claim of Hy. Sekinger, deceased, late member of Div. No. 194, New Orleans, La.; cause, Phthisis Pulmonalis.....	800.00	Marie Powell, beneficiary, death claim of Ashton H. Powell, deceased, late member of Div. No. 811, Norristown, Pa.; cause, Acute Military Tuberculosis.....	150.00
Mrs. Marie G. Schwall, beneficiary, death claim of G. Schwall, deceased, late member of Div. No. 194, New Orleans, La.; cause, General Paralysis of the Insane.....	800.00	Patrick Mahoney, beneficiary, death claim of Thomas B. Mahoney, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Pulmonary Tuberculosis.....	250.00
W. W. Johnston, financial secretary and treasurer of Div. No. 280, for beneficiary, death claim of John Meehan, deceased, late member of Div. No. 280, Lowell, Mass.; cause, Phthisis.....	800.00	May R. Craft, executrix of will of deceased, for beneficiary, death claim of George Craft, deceased, late member of Div. No. 241, Chicago, Ill.; cause, General Arterio Sclerosis.....	800.00
Mrs. Zella Jennings, beneficiary, death claim of Earnest Jennings, deceased, late member of Div. No. 245, Jackson, Mich.; cause, Acute Dilatation of Heart from Chronic Valvular Disease.....	400.00	Mrs. Elizabeth Meeker, beneficiary, death claim of Joshua W. Meeker, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Acute Myocarditis.....	800.00
Blanche D. Childs, beneficiary, death claim of Lovell A. Childs, deceased, late member of Div. No. 235, Brockton, Mass.; cause, Poliomyelitis.....	800.00	Mrs. Ida Harding, beneficiary, death claim of John W. Harding, deceased, late member of Div. No. 125, Belleville, Ill.; cause, Carcinoma of Stomach.....	800.00
George Rosenbauer, administrator of estate of deceased, for beneficiary, death claim of Edward J. Koehl, deceased, late member of Div. No. 887, Newark, N. Y.; cause, Influenza and Broncho-Pneumonia.....	600.00	Mrs. Frank Keeney, beneficiary, death claim of Div. No. 425, Hartford, Conn.; cause, Hemiplegia.....	800.00
Mrs. Martha E. Smith, beneficiary, death claim of Thomas J. Smith, deceased, late member of Div. No. 22, Worcester, Mass.; cause, Peritonitis following operation for cancer of bowels.....	800.00	Mrs. Martha A. Power, beneficiary, death claim of Robert Power, deceased, late member of Div. No. 589, Boston, Mass.; cause, Gall Bladder infection following Grippe.....	800.00
Mrs. Mary Pinnerty, beneficiary, death claim of Patrick Pinnerty, deceased, late member of Div. No. 623, Buffalo, N. Y.; cause, Chronic Interstitial Nephritis.....	800.00	James McKeever, financial secretary and treasurer of Div. No. 821, for administratrix of estate of deceased, for beneficiary, death claim of Irving I. Victor, deceased, late member of Div. No. 821, Jersey City, N. J.; cause, Blood Poison caused by pulling tooth.....	400.00
Lillian M. Danker, executrix of will of deceased, for beneficiary, death claim of Martin V. Lord, deceased, late member of Div. No. 589, Boston, Mass.; cause, Chronic Myocarditis.....	800.00	Mrs. Mary Seibert, beneficiary, death claim of August Seibert, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Organic Heart Disease.....	800.00
Mary Cawley, beneficiary, death claim of Patrick Cawley, deceased, late member of Div. No. 821, Jersey City, N. J.; cause, Cerebral Hemorrhage and Double Lobar Pneumonia.....	\$200.00	Walter Wardell, beneficiary, death claim of Milton Wardell, deceased, late member of Div. No. 947, Morristown, N. J.; cause, Fractured skull in automobile accident.....	150.00
Mrs. Dennis D. Goodwin, beneficiary, death claim of Dennis D. Goodwin, deceased, late member of Div. No. 725, Birmingham, Ala.; cause, Pulmonary Tuberculosis.....	400.00	Mrs. Eva H. Timken, beneficiary, death claim of H. J. Timken, deceased, late member of Div. No. 194, New Orleans, La.; cause, Railroad accident, shock and general contusions of head and fracture of left arm.....	800.00
Loretta Foster, beneficiary, death claim of Andrew Jackson Foster, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Mitral Regurgitation and Dropsy.....	800.00	Perry Hackler, financial secretary and treasurer of Div. No. 587, for beneficiary, death claim of George Moland, deceased, late member of Div. No. 587, Seattle, Wash.; cause, Crushed chest received in automobile accident.....	500.00
Clara C. Maglone, beneficiary, death claim of Marcus Maglone, deceased, late member of Div. No. 618, Providence, R. I.; cause, Arterio Sclerosis.....	700.00	Mrs. Margaret Patterson, beneficiary, death claim of Esta L. Patterson, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Injuries sustained by being hit by a Western Indiana Railway engine.....	800.00
Mrs. Bessie Hurley, beneficiary, death claim of George M. Hurley, deceased, late member of Div. No. 587, Seattle, Wash.; cause, Carcinoma of Stomach.....	150.00	Mrs. Helen J. Berthune, beneficiary, death claim of Ernest J. Berthune, deceased, late member of Div. No. 537, Holyoke, Mass.; cause, Acute Myocarditis and Enteritis.....	800.00
Mrs. Mary Elizabeth Lewis, beneficiary, death claim of Hugh Lewis, deceased, late member of Div. No. 103, Wheeling, West Va.; cause, Apoplexy.....	100.00	Mrs. Hazel J. Davis, beneficiary, death claim of Joseph Davis, deceased, late member of Div. No. 194, New Orleans, La.; cause, Acute Tubercular Meningitis.....	250.00
Mrs. Louise Konerth, beneficiary, death claim of Joseph Konerth, deceased, late member of Div. No. 623, Buffalo, N. Y.; cause, Cerebral Hemorrhage.....	400.00	Mrs. Ella Hart, beneficiary, death claim of Charles L. Hart, deceased, late member of Div. No. 253, Quincy, Mass.; cause, General Paresis.....	800.00
Mrs. Alfred Dansereau, beneficiary, death claim of Alfred Dansereau, deceased, late member of Div. No. 790, Montreal, Quebec; cause, Heart Disease.....	500.00	Mrs. Mary E. Paula, beneficiary, death claim of John Paula, deceased, late member of Div. No. 26, Detroit, Mich.; cause, Valvular Heart Disease.....	800.00
J. L. Bourbonniere, financial secretary of Div. No. 790, for beneficiaries, death claim of Adolphe Laplante, deceased, late member of Div. No. 790, Montreal, Quebec; cause, Asphyxiation resulting from epileptic stroke.....	100.00	Mrs. May E. Algoe, beneficiary, death claim of Joseph W. Algoe, deceased, late member of Div. No. 26, Detroit, Mich.; cause, Degenerative Endocarditis.....	800.00
Mrs. Alex. Daigneault, beneficiary, death claim of Alex. Daigneault, deceased, late member of Div. No. 790, Montreal, Quebec; cause, Pulmonary and Intestinal Tuberculosis.....	400.00	Mrs. George M. Dennison, beneficiary, death claim of George M. Dennison, deceased, late member of Div. No. 26, Detroit, Mich.; cause, Uraemia and Nephritis.....	800.00
Mrs. Privat Lemieux, beneficiary, death claim of Privat Lemieux, deceased, late member of Div. No. 790, Montreal, Quebec; cause, Pulmonary Tuberculosis.....	500.00	Regina Bateau Hayes, beneficiary, death claim of Charlie Hayes, deceased, late member of	
Helen L. Vilas, beneficiary, death claim of Charles F. Vilas, deceased, late member of Div. No. 757, Portland, Oregon; cause, Acute Dilatation of the Heart.....	500.00		

Div. No. 194, New Orleans, La.; cause, Heart Block.....	400.00
George E. Adams, financial secretary and treasurer of Div. No. 215, for beneficiary, death claim of Roy B. Collins, deceased, late member of Div. No. 215, Wheaton, Ill.; cause, Pulmonary Tuberculosis.....	\$500.00
John Robb, administrator of estate of deceased, for beneficiary, death claim of Edward Robb, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, Lobar Pneumonia.....	800.00
Mrs. Emma C. Holman, beneficiary, death claim of W. J. Holman, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Endocarditis and Cerebral Hemorrhage.....	800.00
Wm. S. McClenathan, secretary-treasurer of Div. No. 308, for funeral, tombstone and other expenses, death claim of Thomas D. Pinard, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Carcinoma of Jaw.....	800.00
Mary Stamm Witts, beneficiary, death claim of Herbert L. Witts, deceased, late member of Div. No. 801, Altoona, Pa.; cause, Pneumonia.....	250.00
Ellen T. Maguire, beneficiary, death claim of Timothy F. Maguire, deceased, late member of Div. No. 589, Boston, Mass.; cause, Pulmonary Tuberculosis.....	800.00
Mrs. Ada L. Clattenburg, beneficiary, death claim of Thomas Clattenburg, deceased, late member of Div. No. 589, Boston, Mass.; cause, Nephrolithiasis and Stones in Kidneys.....	800.00
Ida Langwith, beneficiary, death claim of John Langwith, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Paresis.....	250.00
Disability Benefits	
Frank Harris, member of Div. No. 109, Victoria, B. C.; cause, While wheeling a barrow filled with brake shoes, he lost his balance and fell into one of the pits in car barn, breaking small bone in his foot, which has never formed a complete union, causing permanent disability.....	500.00
Richard Ainsworth, member of Div. No. 174, Fall River, Mass.; cause, Diag. Hypertrophic Arthritis of Spine caused by his employment.....	800.00
Old Age Benefits	
R. E. Graham, member of Div. No. 113, Toronto, Ont.....	800.00
Joseph Penridge, member of Div. No. 241, Chicago, Ill.....	800.00
Fred Dorman, member of Div. No. 241, Chicago, Ill.....	800.00
Andrew Anderson, member of Div. No. 192, Oakland, Calif.....	800.00
Alex McLaughlin, member of Div. No. 113, Toronto, Ont.....	800.00
Albert Burton Clark, member of Div. No. 98, Akron, Ohio.....	800.00
Dan Seiler, member of Div. No. 194, New Orleans, La.....	800.00
Total.....	\$59,250.00

IN MEMORIAM

By Div. No. 111, Ypsilanti, Mich.

Whereas, Our heavenly Father, in His infinite mercy has called to His just reward, our beloved brother, Peter R. Wire, in whose death we have lost a true friend and loyal member, and the Company, a valuable employe. While we know that words cannot alleviate the profound grief of the beloved widow and family, we do feel that consolation will come of an expression from faithful friends and brothers; therefore, be it

Resolved, That we extend to the bereaved widow and family, our deepest sympathy in their hour of sorrow; and, be it

Resolved, That copies of these resolutions be sent to the bereaved widow and published in the M. & C. and that our Charter be draped for a period of thirty days as a token of our respect.

CHAS. E. NEIR,
CHAS. WILLETS,
Resolution Committee.

By Div. No. 519, LaCrosse, Wis.

Whereas, Almighty God, in His infinite wisdom has seen fit to remove from our midst, our esteemed and beloved brother, E. J. Berthrong, in whose death we have lost a true and loyal member. While we know

that words cannot alleviate the profound grief of the bereaved widow and family, we do feel that consolation will come of an expression from faithful friends and brothers; therefore, be it

Resolved, That we extend to the bereaved widow and family, our deepest sympathy in this, their darkest hour of affliction; and, be it further

Resolved, That as a mark of respect for our departed brother, we drape our charter for a period of thirty days, that a copy of these resolutions be entered upon the records of our Division, be sent to the bereaved widow and that they be published in the MOTORMAN AND CONDUCTOR.

Aug. 4, 1923. PETER F. SIEGER, President.
CHAS. KANTER, Rec. Secretary.

By Div. No. 810, Dayton, Ohio

Whereas, Almighty God, in His infinite wisdom, has seen fit to call unto Himself, our beloved brother, Wm. Pratt; and

Whereas, Although sorrowing in the loss of our daily companion, we bow in humble submission to the Divine Will; and,

Whereas, Our brother, like a worker exhausted from the day's labor, has peacefully entered the portals of rest; therefore, be it

Resolved, That we extend to the bereaved family, our sincere sympathy, and commend them to the protection of Him who does all things for the best; that our charter be draped and a badge of mourning be worn by all members for a period of 30 days in memory of our departed brother; that these resolutions be forwarded to the sorrowing family, and a copy be spread upon the minutes of Division 810.

H. F. MCCOLM,
CLARENCE C. SMITH,
HARRY H. MAYES,
Committee.

By Div. No. 268, Covington, Ky.

Since we have again been called to bow in submission to the will of the Divine Ruler in the calling of our esteemed brother, M. Swope, therefore, be it resolved

That, In the death of Brother Swope, this Union has lost one of our most faithful members, his family a loving companion, and the community a good citizen; and, be it further

Resolved, That our Charter be draped for a period of thirty days, and that a copy of these resolutions be sent to the family, one to our official magazine, the MOTORMAN AND CONDUCTOR for publication, and a copy be spread upon the minutes of this Local Division.

Fraternally submitted,
Aug. 7. W. LAWLER,
C. STEFFEN,
H. SUNDERMAN,
Committee.

By Div. No. 628, Covington, Ky.

Having again been called to bow our heads in humble submission to the will of The Supreme Ruler in the calling away of our worthy fellow-workman, Eugene Stephens, and as an expression of our esteem for our departed brother; be it

Resolved, That our charter be draped for a period of thirty days, and that a copy of this resolution be sent to his bereaved family, a copy sent to our official journal, the MOTORMAN AND CONDUCTOR for publication, and a copy spread upon the minutes of our Local Division.

Aug. 24. Fraternally submitted,
AND. BRELL,
JOHN DAY,
JESSE RAMEY,
Committee.

By Div. No. 549, Northampton, Mass.

Whereas, It has pleased Almighty God to remove from us, our dear brother, Michael Hogan, whose cheerfulness at all times had won for him, a place of love and devotion among our membership; be it

Resolved, That we, as members of Division 549, in regular meeting assembled, extend to the family of our late brother, our deep sympathy, that our Charter be draped in mourning, that we send a copy of these resolutions to the bereaved family and that they be spread on the minutes of this meeting.

Aug. 1. JOSEPH H. McDONALD,
WILLIAM THOMPSON,
HARR. HITCHCOCK.



FRENCH WAR WAIF NOW A LITTLE MOVIE STAR

A lot of big things have happened in the very short life of six-year-old Phillipe DeLacey, a little French War Waif, now a child of the movies and playing an important role in support of Mary Pickford.

Brought into the world during a German air raid in a little village near Soissons in July, 1917; left motherless four days later when enemy planes again hailed disaster on his birthplace; his father one of the millions buried by the thousand; living the first eighteen months of his life with an aged and decrepit grandmother in a cellar-like hole beneath the ruins of a shell-demolished cottage; adopted by Edith De Lacey, an American young woman serving with the Overseas Hospital Corps just as the grandmother gave up the struggle for existence; living in Paris when that beautiful city was the target for the German long-range guns; brought to New York City by his foster-mother where he soon became the god-child of Mary Pickford, celebrated cinema artiste; and now a movie star with "America's Sweetheart" under the direction of Ernest Lubitsch, noted European director—surely a lot of big happenings for one small child. And through it all and despite everything, little Phillipe still is a child. With passing years and with more than motherly care, the youngster completely recovered his health, and with perfect health, there came a well-developed body and an almost ethereal face. Through some metamorphosis of fate, the terror-scars of war wrought only symbols of beauty and youthful manliness. So, not long ago little Phillipe wiped the grease paint out of his blue eyes as Miss Pickford gave him a lesson in make-up for the screen and smiled up into the face of his god-mother, and beamed the words "You're as wonderful as America." Immediately "America's Sweetheart" forgot all about cameras and her own make-up and Lubitsch directors, and all work on the famous star's new photoplay "Rosita," was halted while she gathered the youngster into her arms. For it is in this motion picture story of romance and adventure, court intrigue and contra-cunning of the Empire period in Spain during the latter part of the Nineteenth century, that this one-time child of war has become a true child of the cinema. In this picture, Miss Pickford's most ambitious screen offering for United Artists Corporation release, the child portrays the part of the little brother of Rosita (Miss Pickford), a Spanish street singer who makes a living for her parents and brothers and sisters by singing to the accompaniment of her own guitar in the public square of Toledo, Spain. His tragic first years were forgotten in the immensity of the love and care lavished upon him at the Pickford-Fairbanks studio, Miss Pickford personally supervising his lessons each day in the studio schoolroom.

RAPID TRANSIT SMOKER

Honolulu, T. H.—Under the auspices of the Employees' Council, a very successful smoker was held at the assembly division of the company's car barns.

From first to last, there was not a dull moment, everything going off in thorough Rapid Transit style. The affair was voted an entire success, everyone going home with pleasing smiles and happy memories.

There were stirring, snappy speeches from Manager H. Stuart Johnson and Judge S. C. Huber.

Songs by W. B. Bolster and recitation by C. M. Bettencourt brought smiles and laughter, while Miss Davis contributed selections on the piano which were greatly appreciated. An orchestra kept things lively throughout. The Dutra brothers contributed instrumental solos in the evening, and carried almost the entire musical program in the afternoon section or the night men. Miss Davis presided at the piano.

A special feature of the evening was a tug-of-war between the overhead and the track men, in which the overhead men won.

There were also five boxing bouts, one for the championship of the platform men, won by motorman J. R. Souza, better known as the big boy from Lunalilo, from Anthony Ahlo, in one of the most satisfactory skirmishes ever put on by the H. R. T. employees. They traded hefty squats, adding variety on occasions by some really clever footwork. In this event Souza retained his championship title of last year and was presented with a belt and silver buckle, suitable engraved.

W. B. Bolster defeated Carvalho in a classy three-round bout.

S. Kanoho and G. Gressett went three rounds to a draw, standing toe to toe throughout.

R. E. Jenkins got the decision over R. J. Marratte in a snappy hard-fought fight.

J. K. Kauwe won from D. Dutra in a keenly contested bout.

Tommy Dawson acted as referee in a very fair and impartial manner.

John Mitchell was announcer, while J. Picadura acted as timer. Picadura was the donor of the belt won by J. R. Souza. —LOCAL 942.

WORKING AWAY STRONG

Bridgeport, Conn.—Our Local can report that we are hitting on all six, most of the brothers are working away strong, so they can take it easy when the zero days come around once more, and that is not far off, we are having very good attendance at our meetings now as most of the brothers realize that it is for their own benefit. Every little thing is going normal in our trolley family.

All the brothers here are a very good natured bunch. We have a few brothers that do a little crabbing now and then, but they have to crab it to themselves as no one pays any attention to them, so here goes.

By the way of no harm our little brother, Eddie Meighan will have to look up a new side kick as Tom Clark as predicted by the writer a few months ago, has took unto himself a better half. The lucky brother will now travel in double harness and has the best wishes of the Local. Eddy, it's up to you to do likewise.

Brothers Joe Green and Jack Brown are very chummy. You can always see the colored named twins chewing the rag on the table in the conductors room. Jubb is always feeling fine. You can hear him singing now and then. He would be a very good singer only for his voice. It's never late with Jubb.

Yes, Brother Jack O'Brien has no bannanas but the farmer brother discovered tomatoes growing on his potatoe plants. The brother got mixed up in his plants. Better luck next time Jack.

Brother Tommy Higgins is a champion in checking jitneys. In the last five or six years he has checked 700,000,000 jitneys, more or less.

Brother Frank Keller has two hairs left on the top of his head, a very noble deme, and he parts them in the middle.

Brother Ed Pixley is checking cars in a new bathing suit. He kept cool all summer.

Brother Si Williams has a run on the cannonball express line and he likes it at that.

Brother Joe Daly is seen very often together with a peacherone in his Dodge.

Brother Scoop O'Brien ex-badgeman is known to turn in his book at the end of the day as clean as when he starts. He don't believe in soiling the Company's property.

Pius Sammy Kamin don't care to work on the Sabbath,

Brother Jim O'Connel, working the owl, met with a truck at 3 A. M. and the brother received a bad cut on the back of his head. He is all right now.

Take notice, our good looking receiver, Willie Dunn is not a bit bashful to tell the brothers that they are five or ten dollars short and to come across at once with the mazuma. Oh, Boy! What a long face you can see on the short brother.

The writer signed up for No. 1 Derby. It's some run. You get up at 3 A. M. new time, to make it and when you make it, the Connie, Henry Nolan, gives you more orders than General Pershing ever gave. The famous run carries the U. S. Mail, a few ton of newspapers, morning and afternoon and many other things too numerous to mention. It will soon be attached to a milk route and then will be complete.

Brother McMahon is now with us again after going through with an operation for appendicitis. He gives thanks to our Local for the kind support he received.

Brother Larkin is still on the sick list. We hope for his early recovery.

Now, that Hobo Park is getting all dolled up, paved and lawned, it will look like a fine green. Native hobos received notice from the bulls to pack up bag and baggage and take the first freight out. Tough on the poor bums, but orders is orders.

IMA HOBO.

ESTABLISH AGREEMENT RELATIONS

Fort William, Ont.—It was some time ago when Mr. Fred Hoover came to the Port from Vancouver and organized the employees of both Port Arthur and Fort William. It was close onto a 100% organization. Unfortunately, the employees from the Port Arthur end, for the most part, gradually fell away from the organization with the result we did not have them with us when we were negotiating our agreement. Port William employees stuck solidly. We carried on the negotiations as far as it was possible to go, when we applied to the head office for assistance. Wm. P. Jennings, Fourth Int. Vice-President was detailed to assist us.

Division 966 is more than grateful for the exceptionally vigorous work of Mr. Jennings. He is a man of great personality, and carries plenty of pep and business energy into his work. With the result it was really only a matter of hours before we had a definite understanding with the Committee of the City that the agreement would be signed. Mr. Jennings is a busy man, and so did not remain to see the signatures actually attached, however, the Committee of Division 966 attended to that successfully.

Our organization is progressing very favorably. The boys, taken as a whole, having tasted by experience the great value from organization are fully resolved to stay with the ship and press forward to make the Division ever stronger as the days go by and prove ourselves really appreciative of the good work performed by Messrs. Fred Hoover and P. Jennings.

—Div. 966.

NOT SLACKERS

Mansfield, Ohio.—Our recent meeting was one of the most poorly attended in a year. I think the boys are so proud in getting a good settlement and knowing their officers will care for their business, or at least feeling so that they don't care to spend their time in attending meetings. It is the same old story. Let a few do the work because there is nothing special. They will feel differently when they find a One Dollar assessment on their cards. There is some satisfaction in knowing they will all pay their share on every account. Our members are no slackers, even if they do fail to attend meetings regularly.

Brother Hoover was elected delegate to the Ohio State Federation of Labor Convention held here this fall.

Listen, brothers, we are going to entertain all of the street and electric railway delegates who attend the State Convention. It is to be an all night session so you had better not lose too much sleep from now on.

Brother Whisler is getting soft-hearted. He was seen cracking corn for the birdsies along his route. There has been no one on the sick list with us so far this Summer.

Brother Hale's foot looks really natural, and it is good to see him back on his car. —389.

OCCULT POWER AVERTS ACCIDENTS

San Jose, Calif.—Division No. 265 is progressing very nicely with a full membership.

As this goes to press we haven't yet elected our delegate to the Oakland Convention. We have raised \$204.50 by giving a dance to raise funds for the delegate. We will send one delegate, although several of our members will spend their annual vacation at Oakland during the Convention.

One of our Birney type of cars got smashed by a Southern Pacific engine and now we have a new rule to get off our cars and flag each railroad crossing. This means considerable more work. We pass to the railway crossing and if it is clear, we create a vacuum with extended hand, indicating that it is safe for the car to move on. While this apparition remains in the center of the track, we pass back to the car, and if it is still there with extended arm, we move over safely. It is a sort of occult program. We flag ourselves. Since this order has gone into effect, we have sustained no bad accidents at the railroad crossings. When a train approaches, the vibration destroys the apparition and requires repetition.

Brother Frank Spenilli has given up the real estate business and returned to the interurban cars.

Brother Joe Truesdell is piloting a one-manner up and down the Alameda to Alum Rock.

Brother Fred Vierke recently enjoyed a six days vacation.

Brother B. F. Hawes has recovered from one of those very dangerous mastoid afflictions.

Brother Hoover, member of our Local 18 years ago, is a visitor here. He has returned from his travels all over the Orient.

Brother Jack Donahue of the L. G. I. is in charge of one of the freight locomotives and hauls freight from the packing houses of the Valley and puts the cars out on the steam roads.

—265.

EXPECTING ONE-MAN CARS

Peterboro, Ont.—A regular meeting of Division No. 622 has been proposed for a later session. The officers cannot attend for different reasons.

The notice has been given out that all one-man cars are likely to be here any day. This is causing an excitement. The brothers think if they require as much attention to keep in order as the two-man cars they have already here, our experience will be that they will want as many mechanics in the car barn as they will want as operators on those cars.

Brother Wm. Whitworth is raising a baseball team of young ladies.

Brothers Strong and Guthrie have returned from their holiday expedition feeling like new men.

Our Superintendent is wearing a wide smile these days, because of the good service the men are giving.

Brother Shea is again on the sick list. We wish him a speedy recovery.

Brother Joe Reynolds has recovered from the results of a recent accident sustained while motoring when his brake slipped, allowing the brake handle to break a rib. His arm was also bruised.

Brother Wm. Armstrong is steady at his duties these days. He takes a car every night.

Brothers Frank Doughty and James Cruickshanks are talking of taking a rest next Winter.

Brother L. Jarvis is recovering from sickness and will soon be at work.

Our brothers are pleased with the prospect of a new barn foreman who is a special mechanic, and union man, as well, which pleases us most of all. We hope to assist him in keeping the rolling stock in good condition. This will be something new for Peterboro.

The Old Boys' Reunion in the nearby village, robbed nearly all of the help and left next to nobody to run the cars.

—622.

INDULGE IN PRIZE DRAWING

Halifax, N. S.—Our local is having a drawing at the next meeting. Prizes are: first, three tons of coal; second prize, two tons of coal and third prize is one ton of coal, with a special prize of five dollars to the one selling the most tickets. Brother Keating says that he stands in line for the special prize.

Brother Ramsay visited St. John, N. B., for a few weeks.

Brother E. Smith is all smiles, he got his day run back.

Brother Jack White is enjoying a month's leave of absence visiting friends and relatives in Boston.

Brother Howard Wamboldt is spending a couple of weeks at his parental home.

Brother Purcell is very busy with his Overland and trying to work his run, too.

Clayton & Sons are making our winter overcoats. The boys are highly pleased with the uniforms they have made for us.

Brother George Wamboldt spent a few weeks at Sheet Harbor Passage.

Brother Percy Crozier's family spent their vacation in P. E. I. He says he is glad that it only comes once a year, as batching is not agreeable to his stomach.

Now, that the summer is over, do not forget the regular monthly meetings are held the fourth Wednesday of the month at the usual hours P. M. and eve. and at the same old place. It is your meeting, not theirs, and there is the place to go and tell your troubles and air your pet whims as to what both the men and company should do and should not do. So, make it a point to allow nothing to interfere with that one after-noon or evening of each month and be there. Yours for a record attendance.

—COR. 508.

STANDING FIRM

Columbia, S. C.—The members of Division No. 590 are still standing firm to their convictions. We have 104 members in good standing and all seem to feel that the chances are still good to win. We are having monthly meetings and we have good attendance each night. The people just won't ride with non-union men. We have had some hard legal battles, keeping the jitneys on Main street, but they are still there.

The jitney boys employed our old friend Ex-Gov. Blease, to represent them and he and his law partner, Mr. C. T. Grayden, succeeded in getting associate Justice Watts to restrain the city from interfering. So the fare is still 10¢ on Main street. Of course, as we expected the Railroad Commission has assumed jurisdiction and are requiring the boys to stand an examination, but we don't mind that because we believe that all the jitney drivers have as much brain as the present R. R. Commission, and can stand any examination that they may be able to frame up, that is, if they are given a square deal. If they are not given a square deal, the case will be reviewed by the court.

The out-come of the Columbia situation depends on whether or not the company is willing to quit cutting off her nose to spite her face and give back her patronage or run on at a heavy loss. It is an evident fact that she is not gaining any ground.

The Division gave a delightful barbecue dinner on the 26th for the members and their family's. There were about 300 present. Before the dinner they enjoyed a swim in Cristal Lake. We have decided to make this an annual affair, and I tell you when the Ladies Union Labor League takes hold of such matters it is always a success, especially when they are assisted by such an able committee as the barbicue committee was on this occasion.

A. A. GERALD.

WILL SEND TWO DELEGATES

New Haven, Conn.—A sort of bomb was thrown against our Local here when official notice was received from the International office sanctioning the action of this Local to send two delegates to the International Convention. A protest had been made by two soldiers of labor due to the financial condition of our Local.

However, the boys of Division No. 281 are not dead. We recognize the importance of having delegates at the International Convention. It is the big meeting of our Association. Both Delegates elected are gentlemen and we are sure they will make good representatives at the convention. Of course some were defeated in the election, but we are game.

The only reason I opposed the action of our Local and was hopeful it would not be approved in its purpose to send delegates was because of the financial situation. We are short on money. But labor has done enough for us so that we can all go down in our jeans and dig up One Dollar apiece, which will considerably more than defray the expense of the two members to the Convention. Let us all look on the bright side of life and await the reports that will be returned to us. Division No. 281, aside from its financial reverses, can report progress and I think it will be but a short time before some move will be made to replenish our finances.

—P.

HATRED BEGETS HATRED

Atlantic City, N. J.—The history of Local 774 must now add another chapter to its records, as we ascribe the name of Brother Lockerman who now assumes the role of Despatcher. We congratulate him.

Brother F. White is serving as street inspector for the Summer months. Brother Bell is stationed at the inlet as assistant despatcher, while Brother Mason does the directing at the Savannah avenue loop. Brother T. Burk assists in keeping the cars moving at the Inlet during the night.

We are happy to see with us again, Brothers McWilliams, Norris Smith and Dailey, who had been off duty owing to sickness.

Brother Magnes has been elected to fill the vacancy in the executive board, which was formerly held by Brother Glenn who has since resigned from the Local.

Brothers Henneman and Bill McCrosson have joined the Local lodge of Moose. We all hope they will wax strong and become real good Moose.

Brother McCarty is the delegate elected to attend the State convention which will be held at Atlantic City. He is a good sensible man, who sees no wrong go unrighted.

The following brothers have joined our Local during the last three months: Harry P. Cale, Edward Donalon, Herbert Scriber, Norman Sharky, Robert J. Hannan, David A. Cull, Eugene McDevitt, Howard J. Pluck, Fred L. Woodward, William Albridge, Thomas Brennan, Charles Tanbury, Charles Schaeffer, Charles A. Sebold, Sidney T. Mills, James J. Henneman, Martin A. Huskion, Vincent J. Burke, Richard Barrett and Brother Puddy.

While time speeds on we must pause a few minutes to dwell upon the doctrine of Brotherhood, for it is the fruit of our success. We call one another brothers and we do well. We must live for one another and let the doctrine of Brotherhood issue from our hearts. The destroying spirit of hatred is what casts assunder the Brotherhood we long to instill into the hearts of men. It spreads like a pestilence over the earth. This gospel swept Troy to ruin. It marched with hesostris out of Egypt. It mixed for Socrates his cup of poison. It marched with Alexander out of Macedonia and struck a needle through the once elegant tongue of the dead Cicero. It stabbed Caesar in irony fate before Pompey's Statue and burned Rome. It dragged Joan of Arc, innocent and pure as a lily to the fire lighted in Rowen's market place and sounded the depths of injustice in the execution of More in Tower Hill. This gospel renders man to the level of the brute. Little by little it extinguishes every generous thought and impulse for his fellow-workman and renders barren that spot in his heart wherein should grow the gospel of Brotherhood. It hardens the hearts of men against another. It blinds the eyes of goodness and love, but opens wide the eyes to all ugly notions. It makes men keen for revenge, when they should show Brotherhood. In its wake there flows blind injustice against which there is no hope, no appeal. Let us then concentrate our hearts to overcoming this destroying element, by being real men and vanishing from our hearts the sin of selfishness. Try to make your fellow-workman happy in his work by helping him. Practice a little self-control. Look for the truth and you will find it. See goodness and from every life goodness will raise to greet you. Give kindness and kindness will come back to you. Give hatred, indifference and scorn and hatred, indifference and scorn will be returned to you. Hold thoughts of dislike and distrust of another and you get back dislike and distrust, because you yourself have created these thoughts in the other's mind. On the other hand, your honesty begets honesty, your courage inspires courage, your joy awakens joy. When men realize this duty towards one another, contention will have disappeared from within Organized Labor and it will blossom forth into the most powerful organization on earth.

COR. 774.

HOLD BIG EVENT

Galesburg, Ill.—Brother Richardson from Ken-tucky was with us for a week's visit.

July 26 was the big day for our boys. The company gave a picnic for the benefit of all employees here, which turned out to be the biggest success of the season. Games of all kinds were indulged in; two games of Base Ball, one between the power plant and street car men, the other between the Gas plant and Linemen. Both were successes. Horse-

shoe games, tennis, races, swimming and speaking, dancing and all sorts of amusements. The big feature was the eats; dinner and supper being served; fried chickens', baked hams, three kinds of potatoe salads, bread, buns, beans, olives, pickels, coffee, pop, ice cream, three kinds, chewing gum, cigars, cigarettes, lemonade were on tap all day and evening with lots of swell music. They sure gave us a big time and all were thankful for this big event which it is understood will be annual.

The only casualty of the day being Brother Luke who fell down in the fat man's race and sprained his ankle and injured the ligaments of his leg. He is now convalescing and it will probably be some time yet before he is able to return to work. Brother Angel scampered around in right field after the ball for all the world like a cotton tail. Brother Walihan hungrily waiting for flies in left field was kept so busy chasing em that he finally got to mistaking birds for the ball. Brother Allison says the confounded ball was so scared of him that it would jump sideways and up and down so he couldn't hit it, until finally after a change of pitchers, he got revenge by slaming it clear out to the right field fence for a lovely hit which netted 1 of the five scores secured by the street car men's team who were handicaped by lack of practise and were beaten 18 to 5.

Aint it funny how much a fellow can eat at a picnic and get by with it only to suffer the effects next day, oh boy! Everyone gave the picnic the O. K.

The West Main line being discontinued during the paving operations, throws Mutt and Jeff, Brothers Meishnce and Gilbert back on the extra list for 60 days. The car tracks have been installed now through Central Park instead of around it, as before the new pavement was started, and is proving one of the best improvements of the city in many a year.

Brother Baldwin has taken a 30 days vacation. Brother Meridith caught the run. Tuck is a lucky guy.

Brother Angle and family are spending their vacation with relatives over in Iowa. Brother Monlag was the lucky boy to catch George's run.

—Div. 515.

MANAGER STRENGTHENS HUMAN SYMPATHY

Hannibal, Mo.—This little Division is going along about as usual, having good attendance at meetings. Sometimes refreshments are served, which serves as a means of getting the boys out better.

Well, it looks like a show down on the one-man car proposition as the company has made application to the state Public Service Commission for permission to operate the one-man system here. A public meeting will be held in the near future to hear protests in regard to the matter. As we said in our last letter, the local cars would be jokes if converted into one-man affairs. They tried the same stunt a few years ago and the commission turned them down. Whether they will do likewise this time remains to be seen.

Brother J. H. Boleach has purchased the residence of Brother A. J. Pennewell, and Brother Pennewell has purchased another residence. Both are conductors.

The St. Mary's line has finally been extended about two blocks farther, giving the people of that district better service.

Manager Mainland who was recently married, has returned from his honeymoon looking fit as a fiddle. The manager came near being an old bachelor too, but better late than never, Clair. We extend congratulations to him and his bride.

872.

UNIONS ARE A BENEFIT

Seattle, Wash.—Local 587, in spite of the ill support of a few of the employees who are deriving the necessities of life for themselves and family are battling for a 20% increase in the insufficient wages now received by its members and a one day off in eight. Of course, the back riders will receive the benefit of our efforts.

The employees that neglect to help the majority maintain a decent standard of living are always anxious about what is being done, in instances stating that certain things interest them. Everything accomplished through the efforts of organized labor is a benefit to them. If not, why don't they go and secure employment where there are no unions, but no, better conditions exist where unions live.

LOCAL 587.

OUR PRESIDENT RESIGNS

Decatur, Ill.—Brother R. H. Stuart resigned as president and at the last regular meeting we elected our vice-president, Brother A. W. Poehler. We also elected Brother R. R. Smith vice-president and a member of the executive board to fill Brother Poehler's place.

July the 10th, we had a most severe electric storm. Several cars were struck by lightning.

We are glad to see Brother H. Baird's smiling face after a 17 days illness.

Brother O. Schneipp was off three days sick.

Brother M. Ballinger has returned from his vacation. He fished and had a general good time.

Brothers W. B. Lockwood and Earl Ray and their families spent four days in St. Louis, Mo.

Brother O. B. Wyatt is on a seventeen day vacation which he is spending in Chicago, Ill. and Waukegan, Michigan.

Brother O. Schneipp spent four days visiting in Biple Grove, Ill.

Brother H. G. Deardorf took four days vacation which he spent near Effingham, Ill.

Brother W. B. Sadornus spent three days visiting his father in Sadorus, Ill.

Brothers Tolin and Purthiar are now on their vacation.

Brother E. Ray has a new Ford touring car delivered July 26.

Brother L. Enloe has a Ford touring which he just purchased.

LOYALTY IMPORTANT

St., Joseph, Mo.—Loyalty in attendance at the meetings of our Local is important. Brothers, have you been attending meetings regularly? If you have the Local at heart, why don't you come to the meetings? That is the place for Unions Men to talk, and not upon the streets and corners. You might be able to familiarize yourself with the organization, and your true duties. By attending the meetings, your minds might be refreshed. Don't go home and go to bed instead of going to the meeting and then criticize the officers for some mistakes. If you are the union man that you say you are while upon the street, come down to the hall and help us keep things going smooth.

We did not know we had so many good workers in the organization until recently. There are men who have not been in the service but a short time that seem to be taking a keen interest in the Local, and not being familiar with the laws of the Association, might make some mistake unless they attend the meetings more regularly and keep in touch with the workings of the organization.

—847.

PRESIDENT WOODWARD
AT THE CONVENTION

Fort Smith, Ark.—Our president, Brother J. M. Woodward will be our delegate to the International Convention that convenes in Oakland, September 10.

Brother Joe Davis is enjoying a new Ford.

Brother E. U. Lester and family passed their vacation in Kansas. They took the trip in their Auto.

A new girl has come to the home of Mrs. and Brother Pope Orna.

Brother Briggs of the carhouse, who underwent an operation for rupture is improving.

Mr. D. C. Green has resigned as manager.

We are changing our by-laws to pay \$10 per week sick benefits instead of \$7.

Brother Len Loyd recently took a trip to the country.

—674.

EXAMINE THE THREADS

Springfield, Mo.—Division 691 met July 7th with good attendance and took up our new contract as the old one expired August 20th. Seven years ago, the top price was 24¢ per hour and two men on every car, making a total of 48 cents per hour to run a car. Now we have all one-man cars and this one man does the work that the two men did and only gets 50¢ per hour. Five members were nominated, from whom to elect a delegate to attend the convention at Oakland in September. They were: Brothers Abott Williams, Beral Hankley, Paul Curtis, H. L. Loranee and W. J. Mackey.

Brother George Palmer has three boxes of cigars to raffie off. The money will go to held send our delegate to the convention.

Brother Emmitt Carden is off with a felon on his finger.

Brother Mason, the chief motorman, has been very busy O. K-ing some motormen.

Brother B. W. Vaughn is taking a thirty day leave of absence and is spending the time in the West.

Brother Fred Buckanan saw there was no chance for working a day run, so he signed third on the extra board, to be sure of all day runs.

Pappie Hays says, he doesn't like the one man car. Too much work interferes with reading the morning News.

Brother G. O. Rogers has purchased a new Ford car.

Brother W. J. Mackey has found an easier way by removing the bottom from the chair.

Brothers Joe Hart and Fred Mayabb motored to Tulsa recently. Had a pleasant trip.

Brother Mink went to the carnival and monkey cages. Brother Tuck was seen at the carnival with a new girl. Where was the school "mom?"

Mrs. Walt Lewis is improving since undergoing an operation at the Burg hospital. Mrs. Lewis is the wife of Brother Walt Lewis, the cashier for the St. Car company.

The boys on the Belt line have twenty-nine switches to go through, nine curves and seven rail road crossings to flag in thirty minutes. They make sixteen trips a day. Some Belt.

The company are having the old pool room all fixed up. Brother Will Mumford is doing the work.

How much more beneficial it would be to have made a nice library and placed good clean books and Christian literature in it for the boys to read.

Brother Lee Wagner an ex-motorman, is the champion pool player in the south west. Can be seen at the pool room now.

Perry Fankboner, train master, and Conny Jones, chief inspector, stepped out the other day with their new uniform caps on. They are out early and late showing the caps. It has been about thirty years since they wore a cap. They are two of the oldest men we have in service.

The company has converted all two-man cars to one-man cars, or they have tried to, rather. These cars were never made for one man to run. The motorman has to get off to throw switches and at night he has to take the fare box and turn it up to the light to read the total. Just go ahead, boys, and do the best you can. But the motto I was taught from a child on in life was, "If a thing is worth doing, do it right."

Boys, do you know you are needed every meeting night at the meetings? We have something to do every meeting. So, now let us all turn out. What is your reason for not being there? Come out, boys, and help do things right. A full attendance makes a good meeting and also a 100 per cent. So, come every time and just stop and examine what threads you are weaving—good or shoddy.

Threads

We are weaving a fabric of untold worth
With each action and thought in life,
And the treasures most valued in days to come
Are the ones that we gain through strife.

As the shuttle runs to and fro n the loom—
Entwining each thought and each act,
It's the weaving of good, both ways, that ends
In a fabric of priceless pact.

Today as you weave and build that cloth,
May no shoddy light thread slip by;
For you've only got one life to weave,
And the fabric remains when you die.

The best threads you have in the grasp of your hand
Public sentiment should not control,
As you blend your acts in the texture of time
For the gorgeous life with a soul.

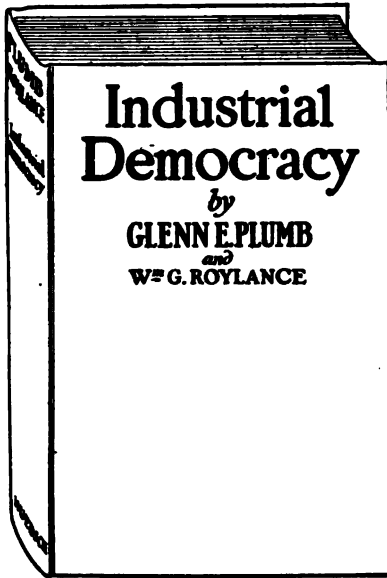
Integrity, courage, justice and faith
With purity, loyalty and truth;
These threads closely woven in any man's life,
Make a pattern worth while forsooth.

Let us buckle down and the hard things do,
Yielding not to the thoughts that tempt,
For the yielding may spoil the priceless warp
And the wool carry signs of contempt.

—691.

Opportunity rarely knocks at the knock-
er's door.—Forbes Magazine (N. Y.).

First Vice-President James Duncan of the American Federation of Labor, who, for more than thirty years was International President of the Granite Cutters' Union, on July 31, retired from the presidency of that organization. He will continue on the Executive Council of the A. F. of L. He is succeeded by Sam Squibb as president of the Granite Cutters International Association.



Address B. W. Hubsch, 116 West 13th St., New York, N. Y., for copy of the book.

LABOR INTO POLITICS BEHIND THE PLUMB PLAN

Publication of Glenn Plumb's Posthumous Work, **INDUSTRIAL DEMOCRACY**, With the Signed Endorsement of Labor Chiefs Signalizes New Era in Labor History and Economic Reform. Organized labor in America, which has been traditionally committed to abstinence from political activities, to-day, by implication, takes its most important step towards the abandonment of this policy, by the publication of Glenn E. Plumb's posthumous **INDUSTRIAL DEMOCRACY** (B. W. Hubsch).

Approved by Sixteen Union Presidents This book constitutes "a definite programme for the reorganization of American industry on a democratic basis." The presidents, or acting-presidents, of the sixteen standard unions whose members are employed in the transportation industry sign an endorsement of the work, which is an elaboration of those principles officially adopted by the American Federation of Labor at its 1921 Convention.

"The Plumb Plan" was originally formulated by Glenn Plumb while counsel for the Rail Brotherhoods, as a solution for the

engineering, financial and labor difficulties of the railroads, and the adoption of the Plan by the unions began a new era in American labor history. The chiefs of the sixteen Rail Unions formed the Plumb Plan League, with Warren S. Stone, Chief of the Brotherhood of Locomotive Engineers, as President, to conduct an active educational campaign to effect the legal establishment of the Plumb Plan by Congress.

The Plan was developed so as to apply to all industries operated under a corporate charter and to public utilities generally, and its principles were adopted by the A. F. of L. in this form. Before his death, last year, Glenn Plumb, with the assistance of Professor W. G. Roylance, an authority on labor problems, reduced his whole programme, together with a complete statement of its legal basis and historical justification, to final literary shape.

The book is issued to-day under the title **INDUSTRIAL DEMOCRACY: A PLAN FOR ITS ACHIEVEMENT**. Astute observers predict that the Plumb Plan will figure conspicuously in the fight of the Progressive Bloc—which will hold the balance of power in the next Congress—for the government ownership of railroads and other economic monopolies.

What Industrial Democracy Means

The economic innovations which Glenn Plumb proposed, and the labor unions endorsed, are presented in detail in this book. Industrial democracy is outlined as follows:

"... such policy and organization for all industry as will secure to every individual the right to the free disposal of his own labor and of the fruits of his labor; that will reconcile and balance the interests of consumers and of the owners of labor and capital; and that will co-ordinate the several functions that are active in production, so that industry may serve its true purpose of supplying the economic wants of all the people.

"These purposes are industrial and economic purposes, and therefore can be achieved only by industrial organization and methods. The government, in and of itself, is not an industrial organization, nor does it employ industrial methods. The policy, organization and methods that apply to a political department of government will not serve for the accomplishment of an industrial purpose. While the public has an interest in industry, the protection and promotion of which requires that the state provide a general policy for all industry, and which permits and requires direct or indirect participation by the public in all co-operative industry, according to the degree of public interest, that interest can be protected and promoted only by an economic policy, and through an industrial organization."

Under the Plumb Plan industries would be classified in four groups:

(A) National public utilities which will include interstate transportation, the postal system "and all other such activities or services as Congress under its Constitutional powers, or the people in their sover-

sign powers declare to be public utilities."

(B) State and municipal public utilities, including marketing, municipal traction, telephone, heating, lighting, power and water systems.

(C) All other industries based on granted privileges or the exploitation of natural resources in which there exists a natural or economic monopoly.

(D) All other industries.

How the Plumb Plan Will Work

All public utilities, either State or Federal are to be owned and operated by the Government through a corporation created by the Government. This corporation will have no capital stock and will issue no bonds. It will be governed by a board of directors, representing equally management, labor and the public. Rates and wages will be fixed by the directors who will also decide what amounts shall be put aside to cover interest, upkeep, depreciation and the retirement of capital. Every increase in efficiency on the part of labor and management will accrue to the public in the shape of lower costs or additional facilities. Management is to receive remuneration on a higher scale than labor. The State will control these corporations, as it does theoretically at present, and will prevent the representatives of labor and management from absorbing more than a definite share of such increases as their enterprises may earn in larger wages to themselves. Government bonds will be issued by the State to finance the operation of public utilities.

TABLOID OF INTERNATIONAL LABOR NEWS

GERMANY: Rentals Rise in Dresden.

—In consequence of the rise in wages and building material, the City Council of Dresden has fixed a new tariff of increase which raises the present rentals to 510 times those existing before the war.

GREAT BRITAIN: Conference of Miners' Federation.—Feeling that the provisions of the 1921 agreement between the coal miners and the coal owners do not permit the earning of a fair living wage, the Miners' Federation of Great Britain is considering the advisability of terminating the agreement.

Unemployment.—On July 2, 1923, the wholly unemployed on the live registers totalled approximately 1,191,400, an increase of 2,341 on the preceding week. On the same date the number working short time and drawing benefit for intervals of unemployment was 63,000 as compared with 60,177 on June 25, 1923.

NOVA SCOTIA: Steel and Coal Strikes.

—Chaotic conditions are attending the steel and coal strikes, which continued in full force throughout the month of July, 1923, at Sydney. Thousands of workers are involved, and 1,200 provincial policemen are on constant duty.

Snarling drives away success.—*Forbes Magazine* (N. Y.).

WAGES AND THE COST OF LIVING

The flood of wage increases rose higher than ever in April. Those listed from all published sources by the Labor Bureau, Inc., were 487 as against a previous high point of 218 in March, and these merely represent hundreds of others which were not reported. Many thousands of wage-earners were affected in all parts of the country.

The textiles and clothing group leads against with 199 increases in cotton mills, 19 in worsted, and 18 in men's and women's garments. Cleveland women's garment makers were restored to the peak of 1920 and in some cases above it, through arbitration proceedings based largely on productivity. Men's clothing workers are receiving numerous increases. Building trades and materials rank next in number, and transportation is beginning to feel the upswing with scattered increases to longshoremen, carmen and other railroad employees. Increases in packing houses affect many thousands of workers.

No complete and accurate statistics exist as to average increases, but the figures of average weekly earnings of factory workers published by the state of New York and the United States Bureau of Labor Statistics give some indication of the extent of the movement. These, of course, reflect the effects of fuller employment as well as of increases in wage rates.

Some interesting conclusions may be drawn by comparing these figures with the figures for the cost of living and for wholesale prices. Average weekly earnings in New York—which includes a fair sample of all factory industries—are 10 per cent higher than a year ago, while the cost of living is from 1 to 3 per cent higher than a year ago. This shows a gratifying increase in real earnings, or purchasing power, of factory workers. The cost of living, however is now beginning to rise more rapidly than before.

Business commentators are busy again at their old practice of blaming wage increases for rising prices. That this contention is without foundation is shown by comparing the wage increases with the trend of wholesale prices. Wholesale prices began to rise long before wages began to go up, and have risen further than wage rates. The wholesale price index of the U. S. Bureau of Labor Statistics includes a large proportion of farm products on which manufacturing labor is employed only to a small extent, yet this has gone up 12 per cent since a year ago, and 15 per cent since the low point of January, 1922. No such average increase in wage rates has taken place. It should be remembered that the 10 per cent increase in New York earnings is partly accounted for, not by wage increases, but by fuller employment.

The point is even more clearly emphasized if we take certain commodities on which manufacturing labor is employed. Wholesale prices of cloth and clothing are 16 per

cent above a year ago, while few wage increases in the mills and clothing shops have been over 10 per cent. Building materials are 28 per cent above a year ago. Metals are 37 per cent above a year ago. Wage increases have certainly not been responsible for these advances. The fact is that wholesale prices have been rising on account of increased market demand, not on account of increased cost of production. The chief beneficiary of these higher prices is not the wage-earner, but the profit-maker.

We regard it as a good thing for all concerned that the earnings of factory workers have been rising more rapidly than the cost of living. This creates a market for the increased production of industry. If the cost of living should overtake wages again, wage-earners would have a smaller consuming power and industry could not continue indefinitely to produce at the present high rate.

Following is the Labor Bureau's table of wage increases:

Wage Increases Reported During April, 1923	
Textiles and Clothing.....	261
Building Trades and Materials...	86
Metal Trades, Machinery and	
Mining.....	52
Printing.....	18
Food Industries.....	13
Paper Mills.....	11
Transportation.....	7
Civil Employes.....	7
Teamsters and Chauffeurs.....	5
Rubber.....	5
Miscellaneous.....	22
Total Increases.....	487
Continuation of Scale.....	2
Decreases.....	2

New York Labor Bureau Economic News Letter

The above data includes to the end of April only. Living Costs have continued through May and June.

Organized labor has made strides under the non-partisan political policy of the American Federation of Labor. Through this policy genuine friends of organized labor have been elected to national and state legislatures—not a majority, but in many instances in a control minority, holding the balance of power. The trade union movement is ascending to this point, even in the U. S. Senate, and bids fair to gain the position where labor's appeals for important legislation will be observed and enacted into laws. Desertions from this non-partisan policy will weaken the effective work now being done under it, and it is natural that there will be no very great desertion from that policy within the multitudinous ranks of the American Federation of Labor, and such organizations as proceed consistent with the non-partisan policy of the American Federation of labor, until that policy is changed by the labor movement itself. This policy of labor is to defeat its enemies, no matter with what political party they may be affiliated.

O WONDERFUL HORSE

O horse, you are a wonderful thing; no buttons to push, no horn to honk; you start yourself, no clutch to slip; no spark to miss, no gears to strip; no license buying every year, with plates to screw on front and rear; no gas bills climbing up each day, stealing the joy of life away; no speed cops chugging in your rear, yelling summons in your ear. Your inner tubes are all o. k., and, thank the Lord, they stay that way; your spark plugs never miss and fuss; your motor never makes us cuss. Your frame is good for many a mile; your body never changes style. Your wants are few and easy met; you've something on the auto yet. —Ranger H. R. Elliott of the Malheur, in American Forestry.

The Eighteenth Convention of the Amalgamated Association of Street and Electric Railway Employes of America, which will be called to order in the forenoon of the Tenth day of September, this year in Oakland, Calif., bids fair to be the largest convention of the Association ever held. Preparations have been made by multitudes to defray the expense of delegates. It has become known to the members that where other means of defraying the expense of delegates have not been adopted that it will cost but a small amount for each member of the Local to contribute to see that they are represented, and many delegates will be sent to the Convention under such arrangements. Reports on the elections of delegates are gratifying in the way of showing that the convention will be a good one and well representative of all sections of the United States and Canada. Not only will the trip be interesting and instructive, but this convention will be one of grave importance to the Association from the point of enactments that will be made in shaping the future policy of the Association. It is the big meeting of the Association and comes only once in two years and naturally should be well attended.

There is no new political party established with any degree of momentum but that those who are promoting it or endeavoring to create it these days rely upon the organized workers. And, although they are extremely in the minority there are those within the labor movement and in other groups that believe they hold the panacea prescription for labor's ills, and who have the temerity to overthrow, if they could, the political policies of the organized workers, but really sense the fact that in order to so overthrow the political policies of the organized workers they must seek to do so within the ranks of the organized workers. Naturally these panacea exponents always invade as what they believe to be their immediate convenience and as the initiative move for recruits the worker's organizations. This inclines the organized workers to be alert in passing upon new political movements and the sincerity and qualifications of those who are promoting such movements.

DETROIT WAGE ARBITRATION ARGUMENT OF PRES. MAHON

(Cont. From Page 9)

the job of trying to read all of the testimony that is submitted. We have pointed out the price of fuel. If the family has to purchase fuel, it will require at least eight tons of hard coal; \$128 is figured. You gentlemen live in this climate and you know how far eight tons of coal will go in keeping the average home warm. I know I could not get through with eight tons last Winter, and I doubt if any of my friends on the other side of the table did. Then, taking the family living in a heated house, that costs an increase in rent. It will average the same. The other cost of wood, kindling, and so forth, is at least \$5 a year. For electric light, gas, there will be at least an average of \$3 per month; it will amount to \$36 a year, making a total of \$41. Of course, if you know anything about gas bills and electric light bills, you know that no man can get away with the two of them combined for \$3 per month. Then, the house rent—I am giving you the house rent that they estimate at \$600 a year or \$50 a month. All of the testimony coming in here shows that you cannot rent an entirely modern home for any \$50 a month or \$600 a year. And that has increased in the last year, as the undisputed testimony shows here that it has raised from \$5 to \$10 a month.

"Now, we take up the man's clothing. We allow him one uniform a year at \$30; and the testimony here is \$35 for a uniform; an extra pair of trousers, \$9. Repairing and keeping up uniform \$2 a year. That would mean but one cleaning, and, mind you, if they are not clean—why, gentlemen, since I have been here in this arbitration, one of the employes came into the hallway here the other day and he wanted me to have his case arbitrated. He had been laid off because his clothes were not properly brushed and pressed, just since we are here. So, that \$2 per year to take care of his clothes, one cleaning a year is not sufficient.

"One suit of citizen's clothes is given. You will remember Mr. Otis said he had not had a suit for seven years. We asked him why and he said he had not been able on the wage that he received to buy it. But we allowed \$40. One citizen's overcoat every two years at \$30 is allowed. I do not know where they can get a good citizen's overcoat for \$30. That day has gone a long time ago, but that is the estimate; that is \$15 a year. Next is one uniform cap, \$1.75. Two hats, winter and summer, \$5. Six shirts per year at \$1.25; seven pair of socks at 35 cents per pair; \$3.50 for collars, ties and shaving material; and \$5 for underwear for the year, making a total of \$126.75 for the man to cloth himself on.

"Then to take the three children, that is \$75. Of course, if you have children you know how far \$25 will go nowadays to clothe your children respectably. They must be clothed respectably. You cannot send your children into the public schools nowadays, gentlemen, without they are

properly clothed. That is one of the things we are struggling for—to educate and better the conditions of our children. And, they have to be respectably dressed. Shoes for the entire family, \$53.50.

"Then, on the food stuff, I think I shall not stop to analyze that. It is before you, the bulletins; you take the food such as bread, milk, pastry and so on at \$275 a year; meat, 60 cents a day, \$219 a year for meat; 60 cents for meat at the present time is a very small amount for a family of five, if you please. Sugar five pounds a week; that is given here at \$28.60. Then, we go on with tea, coffee, vegetables, fruit, butter, lard and eggs.

"There is nothing in that budget that these men have prepared but what is necessary. And when it is all summed up for the necessary things of life, to feed the family and to clothe them, we find it runs up to \$2,214.

"And then, listen to what they say: 'You will note that in what we are submitting here in this estimate, there is not an item but what is absolutely necessary. It is only a bare existence for a family of five. There is no provision for literature, school books for the children; no provision for ice in hot weather; nothing for candies, fruits, oranges, lemons or bananas. No provision for tobacco, which is to the average man almost a necessity.' To me it would be an absolute necessity, Mr. Chairman. 'No provision for insuring household goods, no provision for a sinking fund for old age.'

"If they were to include some of those other items it would run up to at least \$300 higher, which, under the circumstances prevailing here, it is impossible to secure, or for your Commission to grant, for the demands for a maximum wage of \$6.40, working on an eight-hour day would only amount to \$2,003.

"Now, talking about budgets: Some experts say that the average family is not five. Now, some of them have got ten, Mr. Chairman; some of them have got many more. They say, 'The same wage for a young man.' The theory is, as Mr. Sturgis has told you, that the young man should lay by something for the time when he does become the head of a family. What we are interested in, and what our Government is interested in is to go on and perpetuate our civilization, take care of our children, and advance our civilization. That is the struggle of these men here.

"All of the evidence that has been presented here by these men, the most of it was undisputed, on the cost of living. There is really no evidence that contradicts what we have said upon the rents, upon the cost of living. And, I say to you three intelligent men, knowing this situation, if you would give these men \$3,000 a year, you know how far that would go. That would not harm them. That would only put them upon a basis where they could live something like a respectable life. That is what we are struggling for. So that, when you have analyzed the cost of living, you know

that the wage these men have requested will not give them any of the luxuries of life at all. It will simply give them a bare existence, that they can continue to exist upon and continue to operate street railways in the City of Detroit.

"Now, what have they said against it in contradiction? They started in with Mr. Rider. He is General Superintendent of the property, I get it, from the evidence. Mr. Rider told us, in taking up the schedules, that Detroit is the hardest city in America, and I judge in the world, in which to make schedules. No doubt Mr. Rider thinks so. He is a very young man. He has a great deal yet to learn about schedules and cities where schedules are made. He came from Bridgeport, if you know where that is—and a great many people do—to Detroit. This is his first experience with a big railway system—with schedules. But the idea of a man claiming Detroit is the hardest schedule town! Why, gentlemen, in the last arbitration in the city of Chicago, the Company testified that they paid two million dollars per year for what they call stand-time, lay-overs at the end of the road. We found, in some cases, 12 minutes of a lay-over, stand-time. So, they figured what that cost in Chicago, but there is no such condition here. That 12 minutes lay-over was in order that the man may catch his time as he may be 10 minutes late. He may be 12 minutes late. He got his 12 minutes only when he was sharply on time. The testimony of Mr. Otis stands undisputed. He told you that they had changed his schedule time, and where he had 5 minutes stand-time, they had taken it away from him and more than that, have increased his time five minutes, which means 10 minutes on the trip, or 30 minutes per day shortening of his schedule time.

"So, when the gentleman comes here to tell you that this is the hardest city in the world in which to make schedules, he is telling you something that is not correct. Of course, I realize that Mr. Rider believes it, but when he gets older and finds out the conditions in other cities, he will tell a different story.

"They then put on a wage scale—I would not say it was that—a wage schedule and showed you how many men were receiving from \$1 to \$40 per half month's pay. In looking over his March records, I find that it figures 3784 men were employed. To make that, he must have taken in quite a list of extra men. But he said that for the month of March, 506 men received from \$1 to \$40. That would be \$80 per month, wouldn't it? It would be \$960 per year, wouldn't it, that those 500 men would receive?

"Then the next thing Mr. Schram brings in is the wages of other cities. Now, gentlemen, if you please, the Detroit Street Railway is not a competitor of any other railway in America or in the world. He brought in the wages of Philadelphia, a non-union city. He told us that the wages in Pittsburgh are 80¢. I understand, from our records, it is 67¢. He went down the

line. But you men are not trying the conditions in other cities. You know nothing of the environments of men in other cities. If this Commission is going to other cities to examine conditions there, well, and good, and we will go with you. We will go with you and help to bring out every fact. But, I repeat, they are not competitors of Detroit. The city of Detroit has nothing to do with their railroads. The environments of Detroit must make up the wages that must be established here.

"But they say we have contracts with those companies. Yes, Mr. Chairman, we have. But a contract does not signify that men are getting a living wage. We do the very best we can in making contracts.

"Mr. Chairman, the street railway men in America have never had the wage to which they are entitled. Mr. Justice Taft, when he sat upon the War Labor Board, made the declaration that he found these men everywhere underpaid.

"This business grew out of the old horse car days, Mr. Chairman, where men worked long hours at low wages, and then along came electricity and revolutionized the motive power, but there was nothing to revolutionize the conditions of employment that obtained upon those cars. The organization had to do that work. We have struggled for years to raise the wages, and we have done it wherever we could.

"When I first came to Detroit, we worked for 18¢ per hour. In Chicago, when we were organized, we worked for 16¢ per hour. We've had to battle to bring these wages up.

"Now, the fact that a contract is signed for a year does not signify that it is a living wage for the men, or that it is a just wage. Arbitrations do not always give you the wages to which you are entitled.

"Reference has been made to the arbitration had in Cleveland. I would rather not talk about it. I had hard work, Mr. Chairman, and gentlemen of this Commission, to keep our men at work after that decision was handed down. But, I have always believed in living up to our contracts. I said to our men: 'You agreed to this arbitration, and while we received a raw deal, you go on and live up to it until the year is out and the contract expires, and then you will be foot loose to deal again with the subject.'

"But, the fact that agreements are signed, and arbitration awards are made, means nothing for the guidance of you men. You are not interested in Chicago where the wage is much higher, and I would not come here to flash it upon you. You should not be influenced by anything in Pittsburgh, or anything anywhere else. You have a chance to analyze the conditions of these men, and you have heard the story of the operators of the property, as contrasted with these other cities.

"In many of the cities quoted, the men have no opportunity to deal collectively, but must stand before the corporation as an individual man, and, you gentlemen know how much an individual standing before a

corporation controlling all of the street railway business of the city amounts to

"Oh, they say to us, 'If you don't like it, you can quit, or, if you don't want to work under the conditions here, why do you do it?' Then we hear the old cry, 'You are free.' O, yes, labor is free. You are free to quit the job if you don't want to work at it—that is true.

"In this incorporated age of the world, where would men be if they tried to stand as individuals, free? O, yes, the individual is just as free as the cat out in Lake St. Clair in the tub. If she does not like her environment she can jump out and drown. That is the condition of the worker to-day. Individually he can do nothing. Individually he has no industrial freedom, and his only hope is to combine with his fellow worker, and through their combined influence establish wage conditions. That is what we have tried to do on these railroads, and that is what we are doing now.

"Next, we get back to their answer to our cost of living. It was a wonderful answer. I cannot recall the name of the witness, but he came before this Commission and had the records from fourteen industrial plants. He showed from his figures that the average wage of the year for a skilled machinist was \$1,326. He told us that for the electrician it was \$1,566. He told us also that a carpenter got \$1,295. You know what the wages of carpenters over this country are. They do not even work for, the scale that is established, because men bidding for carpenters are all the time paying a bonus. When we asked this gentleman, what these figures represent, he told us they came from certain plants. There was no organization in any of them that I know of. They were taken, not of men working the year around or full time in the plant. A man might go out in the summer because it was too hot and work somewhere else, or he might go out in the winter because it was too cold. The fact is that a man might have been there a week, or he might have been there a day, but the estimate of that plant was made up and brought in here upon which for you gentlemen to establish the wage of street railway men of the City of Detroit.

"Oh, God! To think that this comes from our friends who tell us that they do not want to harm these men; that it comes from a city, if you please, which owns and operates its railways, and is set up as an example for us to follow, for us to be guided by.

"They were asked if they took the Ford plant? Oh, no; oh, no; they did not take the Ford plant. They get \$6 a day in the Ford plant, as a minimum, I believe, but they did not take that. That was not a proper thing. Now, gentlemen, I think if there is anyone in the world that should be a fair employer, that should lead the way, it is the municipality when it employs its people. The municipality should lead the way to better conditions for the men and the women who work for it, and not take as a guide the cheapest manufacturer or employer.

"Oh, they tell us, we will pay the standard of what you are able to get out of the private employer, we will pay you that. But, that is not a basis, I repeat, for any city or government to go on.

"Some people have criticized my attitude in dealing with municipalities. There was a time that these gentlemen were talking about municipal ownership. My friends, I know all about municipal ownership. I advocated municipal ownership before some of you were born, on the other side of the house, which Judge Jeffries can testify to. But, I have learned something, gentlemen, of government. I have learned that government is not always the best employer. I am interested in labor. I am interested in the men and women who work for a living; and when any institution, whether it be privately, municipally or governmentally owned, will not give the men and women who work for it, justice, then I am not in sympathy with that institution, and I want that to be known. I am not here to harm your municipal railroad. The Amalgamated is not here to harm it. It is committed to municipal ownership and so is the American Federation of Labor, of which we are a part. But, you cannot mistreat us. We know something about government, both municipal and state and how it deals with its labor. We are not enthusiastically carried off our feet. Nor, are we to sacrifice our manhood or our industrial rights to organize just because we work for a municipality. If that were to be, then we would have slavery, nothing else, and, slavery is just as galling to me, whether it comes from a municipality or from a private employer.

"Do not mistake us. We are not here to do harm to you. But, we are here struggling for justice. We will co-operate and work with you, but we cannot do it the way that you might think we can. You cannot carry us off on any theory but the right one.

"The gentleman on the stand this morning said they were peeved, peeved because the men asked for wages. Of course, I never went to an employer in my life for wages that he was not peeved about it. They all get peeved. But I am saying the Commission should not get peeved, representing the public, representing all the people.

"These men have come, as they go to any other employer, seeking a living wage, seeking to meet the conditions that confront them, and they have asked this Commission as they have asked anyone else for the conditions that they were entitled to, and there should not be anyone getting peeved about it.

"But going back, take these employers, these fourteen concerns, to establish the wage. How consoling that must be to the employees upon the municipal railroad, after telling them in bulletins, 'Oh, how kind we want to be, how good we want to be,' and then say 'Now, gentlemen, here is the way to fix your wage, take these 14 concerns and the average per year, not how much they worked all year, but what those fac-

tories showed, and then we will establish your wage by that.

"They even told us that gasoline would regulate our wages. Well, I hope there will something come along some day that will. The price of gasoline now figures, gentlemen, very seriously in the wages. Well, I suppose if gasoline is regulating it, next week when Uncle John gets all these independent concerns where he can squeeze them, and gasoline goes to 30 cents or 35 cents, our wage will go to \$10 a day. Put that in your award, if gasoline is going to regulate it.

"I want to speak a minute, gentlemen, of the conditions of these men. It has been intimated that the men in this line of work are not skilled men. There has been a great deal of comparison or talk about these men being common laborers, and so forth. It came to my mind the other day when that young man on the one-man car testified.

They asked him how many transfers he issued. He said about 200 or 250; operating a one-man car, collecting all his fares. Think of one man on a one-man car issuing 250 transfers, besides attending to over 400 passengers that he handled during his work, and then you get some idea of what these men are doing through the crowded thoroughfares. They handle this great public through its peak loads, of which we have heard so much, and it has always been a peak load, gentlemen. It has always been a peak with the conductor and the motorman. Cars are dropped off so that the cars running are kept full, and there is always a peak. We never know when the peak is over. They drop them off, but the men still work amidst the peak. They are up in the mountains. Their work is continuous, 365 days in the year, as was pointed out. They must go on, through the storm of winter, and through the heat of summer. They must dress respectably, keeping themselves and their tempers and everything in the best of shape.

"And we do not want it any other way. We are not saying that discipline should not be had. We want the men to do their duty. They must be men of average intelligence. Their records show how many sought employment, and less than one-half of them secured it. Many called but few chosen in this occupation, if you please. This is an occupation, as I say, that requires men of ability, and there should be a wage that would induce men of ability to take the positions and to go forth into this work. There should be established a wage that would induce the best of men to come into the occupation. You cannot get them if you do not give them a wage and conditions that will bring them in.

"Now, they said, 'Oh, the men should not ask us for any more. We gave them eight hours.'

"It reminded me when I heard, that gentleman testify, about reading Mr. Dooley some years ago, when he was telling about the locomotive engineers. He said the locomotive engineer went home, and

'Mother,' says he, 'I secured an increase.' 'What,' says she, 'in wages?' 'No,' said he, 'in hours.'

"An eight hour work day in fourteen hours! Yes, that is some work day. The record shows that they have been improving the schedule, but an eight hour work day in fourteen hours is the greatest joke I ever heard of.

"Do we want the eight-hour day, they keep asking. Why, certainly, what is labor struggling for?

"Mr. Ford demonstrated clearly what the eight-hour day meant. Every concern that has adopted it, has demonstrated it.

"I was just in an arbitration the other day in Chicago, Mr. Chairman, where one of the foremen from the shop testified that our men were doing the same work in eight hours that they did before in ten, and doing it better. Eight hours, yes. If you please, we live in that age of the world in which everything is rushed, there is machinery of all kinds, and men are rushed to their fullest capacity.

"I have said a number of times that what we need—we hear about the increase in the cost of living, the increase in wages, but what we want is increased leisure, if you please. I would like to burn that into the minds of every man. If we are to give our race of people the civilization that we are struggling for, and I take it we are all interested, whether on that side of the house or this, in seeing the conditions of men and women improved, built up, if you please—if we are interested in that, under the conditions in which we live today, we must give to the men who work, leisure. We must reduce their hours.

"We do more today with an electric car in one hour than we did in ten hours with the horse car. We have revolutionized the conditions.

"Men must keep pace with the increased production of machinery, if you are to keep on with your civilization, if you are to advance the standard of man and womanhood as we should advance it. And, in the end, isn't that what we are all interested in?

"Eight hours is enough to work. With the productive machinery of this day, it is sufficient, if properly regulated, to produce all that is necessary for the welfare and happiness of the human family.

"One week's vacation! Do you want to give it away? We have been asked that. Why, no, we want two weeks, if you please.

"Some fellow told me today that the police have a day a week off with pay and then two weeks of vacation with pay. I am not so sure of that, but I have been told so.

"A VOICE: Twenty days.

"MR. MAHON: Twenty days. Why, certainly, we are as good as policemen, pretty near.

"THE VOICE: They get 72 days a year, get paid for it that they do not work.

"MR. MAHON: That is over a month. Surely we want it. Of course, they expected it when they said, 'Now you have an eight hour day--an eight hour day in fourteen--and a week's vacation. That is all you will ever want, and you must be satisfied.' But it did not work."

"We had our ideas and we still have them as to why it was given, but it did not work. It did not destroy the organization. The organization lives on, and it will live on, my friends. Organization is necessary in this day. Whether we work for a municipality or a private employer, organization is necessary. And organization will continue."

"Now, in closing, I want to say to the gentlemen on the other side, as I said in the opening of this case, we are not opposed to municipal ownership. We stand committed to it, but we want to be treated fairly, we want to be treated as American citizens should be treated. We want to co-operate with you, and we want to co-operate honestly with you, but deal with us squarely. You cannot deal with men in any other way. I have had 35 years of experience. You cannot do it."

"You may be able at times to destroy an organization, but it will come back with vengeance on your heads as time goes on. You might just as well recognize that we are living in an age of the world in which organization is necessary. Conditions make organization. Men do not make it. The combinations of capital force the organization of labor. Labor will continue to organize."

"You meet with us squarely when this award is made, and we will co-operate. We want our membership to co-operate, and our men to do their duty. And, do not be afraid, gentlemen, of dealing with us on the square. That is the only way you can deal in this world."

"Now, gentlemen of this Commission, it has been clearly demonstrated through all this hearing that these people have the money to establish a wage, they have got the money to buy cars, they have the money to build tracks, they have the money to meet any situation that is here, and there is nothing to prevent you gentlemen from giving to these men the wage that they have asked, and establish a wage for these men that will put them into a position to maintain their families and to uphold the standard of American manhood as we want it upheld in this proud city of Detroit."

"Give us that position that we are entitled to. You will be doing something for this city. Let us give this city a name. We do not want municipal ownership merely as a reputation."

"This municipal railroad is for two: It is for the public that rides upon these cars and the men that operate them. Those are the people that are interested in it. And don't you gentlemen forget, when you are considering these things, that this vast army of men that operates these cars are citizens of this city. They are interested as citizens, and they are interested as workmen. Establish the conditions that should

prevail in the city of Detroit, and then don't you fear the public."

"Our firemen for years were worked 24 hours a day in Detroit. Judge Jeffries, myself and other men who were interested in the conditions of labor, felt that should be changed. We heard, oh, the people would not stand for it. But, finally, when we got laws enacted so that we could go to the people, it did not take the people long to tell them to give the firemen a reasonable day's work."

"It did not take the people long to tell them to give the policemen not only their vacation, but their pension as well."

"Do not worry. The people of this city do not want these men working under anything but reasonable conditions. They are not that kind of employer. Those who say differently do not represent the sentiment of this great city. Detroit is too proud a city to want to treat niggardly her motormen and conductors and the men who serve it through the storms of winter and the heat of summer."

"Now, gentlemen, in closing—I think I have gone a moment over my time—I want to thank the arbitrators for the patience that you have had with us in trying this case. I realize there have been times when possibly we have all been more or less excited, and have said and done things, but you have patiently listened. I thank you for the way you have treated us. I want to thank you for serving on the Board of Arbitration. I realize it is a difficult position, but it is one of importance to the public. Not only are you doing a service for us, but you are doing the public a service, and I want to thank you, believing that in the end, after you consider this situation, you will give to us an award that will be of some benefit to us. I thank you."

Argument of Manager Ross Schram

Mr. Schram: "Gentlemen, in connection with the argument by the opposite side, I think that, representing the department, we should say that we heartily agree with Mr. Mahon in the statements that he has made in connection with labor and the broad statement of the general principles; and aside from taking up a very few minutes to point out some things that might have occurred to you gentlemen, as Mr. Mahon was speaking, we do not wish to engage in any argument of one hour."

Mr. Mahon was greatly exercised by a pamphlet which was submitted at a late moment, a little house organ gotten out by the Department of Street Railways in which there was a small box printed asking the men if they would like group insurance. Mr. Mahon has inferred that that was put in there for an ulterior purpose. We have a welfare department, and we know the various conditions existing among the men when they have an unfortunate accident and are not properly taken care of. We were anxious, if we could help, in fact, we wished to help to the extent of paying for a portion of this group insurance, but in this particular bulletin no mention was made of

that fact. I do not know whether the Board got the impression that we were going to use a part of the department's money to pay for this group insurance, but that is not the fact. We were willing to negotiate for the purchase of this group insurance, and we believed that we could buy it for much less money than the men can individually, on much lower rates than the rates at which they are now getting their insurance.

Mr. Mahon had a great deal to say in his argument in connection with hours. He mentioned the fourteen hour spread. I merely want to recall that Mr. Taylor stated what the runs are, and I think that was just slightly unfair. In other words, Mr. Mahon took the worst condition of probably some junior man. I do not believe the Board after hearing the testimony that has been offered, feels that that applies to the men who have been in the service any length of time. Of course, the junior man in every line of business has got to go through a certain preliminary, probationary step, and he does not have the advantages of the older man.

In connection with the \$1 to \$40 proposition, to refresh your memory, so that it does not have a bad impression, that was in connection with extra men who are guaranteed \$80 a month. The one dollar is just simply a figure put in when compilation was made, to have some base limit and some maximum limit.

In connection with Mr. Mahon's chief statement—the rest of them are incidental in our estimation, not that we disparage them, and we have no fear that they will have any harmful or unfair impression upon the Board; he said these people got money for everything.

I merely refer you to the exhibits which have been presented to you, and state that at no time are we able to get money except in the fare boxes, unless there is security of some kind, either through a bond issue not already issued and authorized; in the case of these cars, if we had purchased them under the plan that appeared necessary in case of the defeat of the bond issue, the bonds themselves would have been the necessary security.

It is, of course, ridiculous to think that this department can go over to the bank or to Mr. Ford's office, or anybody else's office and get money to pay the men an increase in wages simply on their face. It cannot be done. I do not think Mr. Mahon was exactly fair when he stated that we could get money regardless of what the occasion was.

Those are just two or three little points that serve to illustrate some of the things that Mr. Mahon has said.

The main point, gentlemen, is that this situation should be handled through the rule of mathematics. Mr. Mahon is a darn good Irishman, full of oratory and sentiment, but this is not an occasion for the use of either. We have shouted ourselves hoarse, figuratively, trying to state that we wanted to be fair. The gist of some of

the statements in the argument of the opposition is that we are not fair. In fact, as I was sitting here, I felt lots of times that I was a regular Simon Legree or something like that.

Seriously, while Mr. Mahon was talking, it occurred to me that you gentlemen and ourselves and the men are confronted with what might be termed a twin arbitration. That explains the situation, I think, just as well as it could possibly be explained.

You gentlemen are arbitrating between the platform employes and the Department of Street Railways and the commission.

The Commission is figuratively, if not literally, in here today and has been in here this week, in the guise of arbitrators between the platform men and the car riding public.

I say it is a twin arbitration.

I wish that Mr. Mahon and a million other men like him could go out and induce the scores of people employed at labor in this city, and for that matter, elsewhere, and take care of that great majority that works for 40, 45, 50 and 55 cents an hour and upwards, to whom carfare, in the aggregate over a year, if they own a home, equals, if not exceeds their taxes.

The demands of the men cannot be said to be unjust, except relatively. We, as a Commission, as a department are merely arbitrators. This is not our money; this is not our railway, despite Judge Jeffries' apparent attempt, I believe, to show that it is my personal railway. We have got to see that the rate of fare is not made excessive through a payment to the employes of a rate of pay that is not relatively justified. Aside from a situation such as that, our hearts would probably say that the men should have what they ask for, and a lot more. But, gentlemen, remember, that this is a proposition that entails many miles of track, and a large number of cars, and in a city of a million people where they all have earned their livelihood, and as I say, a great majority of them are not making as much money as our platform men who now average \$1,920 per year.

If we are going to do anything in the matter of meeting the demands of the men, I think it is incumbent upon ourselves, and upon the members of the Board of Arbitrators to see that there is no cause for alarm, such as in the event indicated, after these three or four short days of discussion, by the fact that we have received some five or six letters, in a department such as ours, which indicates that hundreds of minds are thinking along the same channels. These letters come from people whom Mr. Mahon may feel represent the type that might be represented, as he says, by the manufacturers presiding over these fourteen factories. But, this section of our public is deeply concerned, as evidenced by these letters in the fact, as they say, that the commission might be swayed through the fact that this money is not its own money, into granting a rate of wage which would create a rate of fare which, of course, in the cycle means a higher employment rate of labor, a higher

cost of production, and, therefore, a handicap as far as Detroit manufacturers are concerned. That is just ordinary good common sense economics, but it is one of the factors that is extremely important in a big situation of this kind.

Then, additionally, considering the man who is still working for a small rate of wage, just because there are not enough good missionaries like Mr. Mahon—just the minute that you put the carfare beyond a certain point, he moves downtown and moves down into the mile or two mile circle. Detroit has no tenement district to speak of, at the present time; and we do not want it to have a tenement district. The developments which we are carrying on are to get extensions, and we have to have the carrying charges for them out of our operating revenues, to make extensions into the outlying districts, where the man who does not make any more, or as much, as our car employes, can go and get a house and still afford to ride back and forth to his work.

Remember, I brought out in the testimony that the city of Detroit had the peculiar situation, inasmuch as we have, to a great extent, a standardized type of labor, the automotive type of labor, which shuttles back and forth between the various factories, which necessitates a long street car ride across the town. As has been brought out many times, Detroit is one of the best cities in the country, from the point of traffic. That is due entirely to the automotive industry, because so many people change their place of employment; it seems that fluctuations take place, and the people travel from one end of the city to the other.

I have promised, and I see no reason why this department should engage in any argument with these men who are here trying to do the best they can for the men they represent. We have no argument with them, because they do not happen to be our employes. We do want to take care of our employes, and we wish to reiterate again that if there is any impression of bad faith, trickery, or anything of that sort it is utterly unfounded. And, as far as you gentlemen are concerned, remember that this is a twin arbitration, with the Commission standing between the men and the car rider and the industrial interests of this city, the home owners, and you are arbitrating between ourselves and the men.

As Mr. Mahon said, we all thank you for your patience. We admit that this matter has been presented possibly not according to the ordinary procedure that is oftentimes followed in a court room or arbitration. But, as we prefaced our appearance here, we came merely to freely and willingly give any facts that our books would show, and if, at any time, there has been any appearance on our part that we were unwilling, I assure you that it has been unintentional. I thank you all.

Organization and concentration spell realization.—Forbes Magazine (N. Y.).

LOW WAGES STIMULATES INFANT DEATHS

Results of an extensive investigation into infant mortality and its causes in Baltimore, Maryland, have just been made public by the U. S. Department of Labor through the Children's Bureau.

This study is the latest and "in many respects, the most important" of the Bureau's infant mortality studies (previous investigations having been made in Johnston, Pa., Manchester, N. H.; Waterbury, Conn.; Brockton, Mass.; Saginaw, Mich.; New Bedford, Mass.; Akron, Ohio; Pittsburgh, Pa.; and Gary, Ind.).

The Baltimore study is especially important because Baltimore is the largest of the cities studied, and also because it is, in its population, the variety of its industries, and the rate of infant mortality prevailing, a typical American city.

Poverty, employment of mothers outside the home, housing below the proper standard, short intervals between births and the death of mothers at or soon after childbirth were among the conditions causing high death rates among certain groups of babies under one year of age, in Baltimore. Similar conditions were found responsible for high infant mortality rates in other cities.

A summary of the findings of the Baltimore report is as follows:

The mortality in the entire group of 10,797 legitimate births studied showed rates markedly above the average for the entire Baltimore group occurred among the colored families, foreign-born Polish families, and the very poor native white families.

Low mortality rates were found among the babies of foreign-born Jewish mothers and in families of the highest earnings groups.

Breast-fed babies in every group of the population had lower mortality than artificially-fed babies in the same group.

New evidence is afforded by the Baltimore study that poverty is an important factor in infant mortality. Eliminating differences in color and nationality and considering only the babies born to native white mothers, the facts showed that infant mortality rose as the fathers' wages fell. In the poorest families studied about one baby in six died within the year; in the most prosperous families about one baby in twenty-six died within the year.

Employment of the mother away from home during pregnancy (which was chiefly in factory work) was accompanied by a high percentage of premature births and high infant mortality, especially from the causes peculiar to early infancy. Employment of mothers away from home during the first year of their babies' lives also markedly increased the hazard to the baby. Room congestion and lack of sanitary equipment in the house were accompanied by death rates above the average.

Babies of mothers under twenty and of mothers of thirty-five years or older showed higher mortality rates than other infants.

WASHINGTON, D. C. AGREEMENT

Memorandum of Agreement by and between The Capital Traction Company, its successors and assigns, hereinafter for convenience called The Company, party of the first part, and those of its employees who are now, or may hereafter become, members of Division 689 of the Amalgamated Association of Street and Electric Railway Employees of America, hereinafter, for convenience, called The Association, party of the second part, witnesseth.

That in the operation of the properties of the party of the first part, both parties agree hereto as follows:

Section 1. The purpose of this Agreement is to provide the best and most satisfactory service to the public, to provide the best possible working conditions for the men, and at the same time having due regard for the economical operation of the Company's properties.

Section 2. It is hereby agreed that properly accredited officers of The Company shall meet and treat with properly accredited Committees or officers of The Association, who may be employees of The Company, or general officers of the Amalgamated Association of Street and Electric Railway Employees of America, on all questions and grievances that may arise in the future, and should there be any questions or grievances that cannot be amicably adjusted by said conferences, the same shall be submitted to a Board of Arbitration composed of three disinterested persons, one to be chosen by the Company, one to be chosen by the Association, and the two thus selected to select a third Arbitrator who shall be representative of the public; the findings of a majority of said Board of Arbitration to be final and binding on the parties hereto. Each of the parties hereto shall name its Arbitrator within three (3) days after having received written notice from the other party hereto, and if either party fails to name its Arbitrator it shall forfeit its case. The two Arbitrators selected by the parties hereto shall meet from day to day after the date of their selection for the purpose of selecting the third Arbitrator, and after a period of five (5) days if the third Arbitrator has not been selected, then the third Arbitrator shall be appointed by the Commissioners of the District of Columbia. Each of the parties hereto shall bear the expense of its own Arbitrator, and the parties hereto shall jointly bear the expense of the third Arbitrator.

Section 3. It is further agreed that all matters concerning grievances of employees of the Company when considered by the above mentioned Division 689 of the Amalgamated Association of Street and Electric Railway Employees of America, shall be considered and acted on solely by those members of said Division who are employees of the Capital Traction Company.

Section 4. There shall be no discrimination exercised by or against any employee by either party hereto because of the membership or non-membership in the Association.

If any employee of the Company who is now or may become a member of the Association, is suspended or expelled from said membership for conduct or actions which are, in the opinion of the Company, detrimental to the well-being of other members or to the general good of the employees of the Company, or to the service rendered by it, such employees will be discharged from the service of the Company.

Section 5. It is further agreed that during the pendency of this contract the service upon, and operation of, the lines of this Company shall by its employees, parties of the second part, be continued without interruption.

Section 6. Any member of the Association elected to or appointed to any office within the gift of the Association which requires his absence from the service of the Company, shall be granted leave of absence upon request to attend to the duties of said office, and upon the expiration of his tenure of office, he shall be returned to his proper place in the service, maintaining his full seniority rights from the date of his original entering into the service of the Company. Any member or members appointed by the Association to perform Committee work or as delegates to conventions, shall be granted leave of absence for the performance of said duties: Provided, that in cases of unusual traffic demands, leave shall not be requested or granted to more than one man at a time, and then only in case his other duties necessitate his absence from Washington.

Section 7. If, when an employee is suspended or discharged, it is found either through agreement by

the Company and the Committee or by judgment of the Board of Arbitration, that he was suspended or discharged willfully and without sufficient cause, he shall be reinstated in his former position and paid for the time lost at his regular rate during such suspension or discharge, but if in the case of such discharge it is found that a suspension would have been proper, the time for a reasonable suspension shall be deducted from the payment of such lost time.

Section 8. All schedules shall be made with the aim of furnishing the best possible working conditions for the employees, consistent with economical operation and compliance with traffic demands. Schedules will be made on a ten hour basis with the maximum number of straight runs consistent with operating conditions. The co-operation of employees in making schedules will be welcomed, and time put in on such work paid for. It is agreed that all schedules as above specified shall be posted for selection of runs at least five days before going into effect, so as to give all men an opportunity to select their runs.

Motormen and conductors shall select their runs in accordance with their seniority in the service of the Company. The longest in continuous service are to have first choice of runs, and so on down the list until all runs are filled.

On regular Sunday and Holiday schedules not more than four runs on any one Division shall be swings.

Section 9. No swing run on either week-day, Sunday or Holiday schedules, shall pay less than nine hour's time. On regular week-day schedules no regularly assigned run shall pay less than eight hours' time, and not more than ten (10%) per cent of the total number of runs shall pay less than nine hours' time. No trip or movement of cars shall pay less than sixty cents.

Section 10. All runs that swing for one hour or less shall be paid straight time. All lay-overs at places other than the home barns shall be paid straight time. When any run requires reporting for duty more than once, all reports after the first shall be paid from the actual time report is required, not less than five minutes before the car leaves.

All runs whose platform time exceeds twelve hours shall pay time and one-half for time in excess of twelve hours. All swing runs whose over-all or spread time exceeds fourteen hours, but is less than fifteen hours, shall pay in addition to their regular compensation, one-fourth of the time in excess of fourteen hours. Swing runs whose over-all or spread time exceeds fifteen hours, but is less than sixteen hours, shall pay, in addition to their regular compensation, fifteen minutes for the fifteenth hour and one-half of the time in excess of fifteen hours. Swing runs whose over-all or spread time exceeds sixteen hours, shall pay in addition to their regular compensation, fifteen minutes for the fifteenth hour, thirty minutes for the sixteenth hour, and three-fourths of the time in excess of sixteen hours. If a swing run has regular pay time exceeding twelve hours, overtime shall be figured on that basis, and also on the basis of spread time, the larger amount being paid, but in no case both amounts.

Section 11. When a trainman is required to report for extra duty on the same day he works a regular run, he shall be paid from the time he reports until relieved at his regular rate of pay. If such report for extra duty is less than one hour after the end of his run, he shall be paid straight time. Every such report shall pay at least one hour's time.

When regular men are required to report for extra duty, the total amount of work done by them on any one calendar day, including both the regular scheduled run and extra work, shall be taken together and overtime paid in accordance with provision of Section 10, if the total platform time exceeds twelve hours or if the total spread time exceeds fourteen hours.

Section 12. If a motorman or conductor has reported for and begun his regular run, he shall be paid full time for that run, even if it is not completed, provided the failure to complete the run as scheduled is due to causes for which he is in no way responsible. No regular man shall be ordered or called upon to perform extra duty at any time when there is an extra man available.

Section 13. Motormen and conductors holding runs that do not appear on the Sunday or Holiday schedule shall not be required to report on Sundays or Holidays, except in unusual cases, and when such crews are required to report, they shall be paid from the time they report until relieved at their regular rate of wages.

Section 14. All schedules shall be made on the basis of an allowance of fifteen minutes for dinner trip, twenty minutes for supper trip, with a minimum allowance of fifteen minutes for either. If, on account of delays to traffic the meal lay-over is interfered with, every reasonable effort will be made to provide suitable time for meals on subsequent trips.

Section 15. All motormen or conductors required to report or stand extra, shall be paid one-half time from the time they report until put to work or relieved; Provided, that no report shall pay less than one hour.

Section 16. Extra motormen and conductors will be allowed at least eight hours' continuous rest once each day; Provided, that nothing herein shall prevent any extra man from reporting within eight hours after finishing his previous day's work if he so desires; and if he notifies his Division Office of his intention to report, his failure to do so will be subject to the usual penalty; Provided, further, that if the extra men on any particular Division desire to retain or go back to their present scheme of reporting, eliminating the eight-hour continuous rest provision, their request expressed through the proper channels will be agreed to by the Company and such agreement will not be considered a violation of the provisions of this Section. Provided, further, that the provisions of this Section will not be obligatory on the Company during periods of emergency traffic conditions, such as inaugurations, large conventions, unusual sickness of employees, etc.

Section 17. The Company agrees to keep a sufficient number of extra motormen and conductors on the extra list at each barn to reasonably assure the regular men against extra duty, and when it can be shown that this is not being done, the Company agrees to remedy conditions at the earliest possible time.

Section 18. The rate of wages for conductors and motormen and bus operators in the employ of the Company on March 30th, 1923, shall be as follows:

First three months service, 51 cents per hour; next nine months service, 54 cents per hour; after twelve months service, 56 cents per hour.

The rate of wages for conductors and motormen and bus operators employed after March 30, 1923, shall be as follows:

First year, 50 cents; second year, 52 cents; third year, 54 cents. Fourth year and thereafter, 56 cents.

Motormen and conductors acting as instructors or as one-man car operators, shall receive 5 cents per hour in addition to their regular rate of wages.

Section 19. All motormen and conductors shall receive an allowance of fifteen minutes to make out any report except detention reports or reports of accidents or incidents which it can be shown are due in any way to their own neglect of duty. All conductors and motormen shall receive ten minutes time after their car arrives at the barn for making out manifests and turning in receipts at the end of their day's work. On swing runs, this allowance shall be six minutes on all turns except the final one.

Section 20. The Association shall have the privilege of placing in each barn, shop or power station, a bulletin board where notices of the Association can be posted.

Section 21. The dues collectors of the Association shall be marked off on the day they collect the Association dues, and shall be allowed to collect Association dues on the Company's premises, cars excepted.

Section 22. Conductors and motormen shall be paid for all time lost by them when they are required to go to the general office to make statements, to attend court or inquest, or to hunt up additional evidence in connection with accidents for which they are shown to be in no way responsible.

Section 23. Any conductor or motorman assigned to snow sweepers or snow plow work shall be paid full time from reporting until relieved. Men in charge of sweepers to be paid five cents per hour over the maximum trainman's rate, which maximum rate shall be paid to other trainmen on snow sweepers. Meals will be furnished free to employees on such work when necessary.

Section 24. It shall be the policy of the Company not to suspend men for misses or other minor violations of the rules if the necessary result can be obtained by other means of discipline. Suggestions from the Grievance Committee will be welcomed regarding the best way to insure good service without hardship on the men.

Section 25. Free transportation at all times shall be furnished by the Company for all employees of said Company.

FORDS run 34 Miles



(on Gallon of Gasoline)
Low Gear Seldom Used
With Air-Friction Carburetor

Guaranteed to reduce gasoline bills on any from one-half to one-third and increase power of motors from 30 to 50%. Makes old cars better than new.

Sent on 30 Day's Trial

Fits any car. Attach yourself. Start easy in cold weather. No shifting of gears in slow moving traffic. Send make of car and take advantage of special 30 day trial offer. Agents Wanted.

AIR-FRICTION CARBURETOR CO.
149 Raymond Bldg. Dayton, Ohio

Section 26. The wages and working conditions of Shop, Sub Station and other employees, except trainmen and bus operators, now in the Company's employ shall remain as at present. Employees in the Shop shall receive time and one-half for all overtime and Sunday time, and time and one-half for all Holidays if compelled to work.

Section 27. This agreement and all the provisions contained herein shall remain in force and be binding upon the parties hereto until March 30, 1926, and from year to year thereafter, unless changed by the parties hereto: Provided, that either party may by giving written notice at least thirty days prior to March 30, 1924, or March 30, 1925, demand a revision of the wage schedule. Such demand shall be considered by conference, or by arbitration, if necessary, as provided in Section 2 hereof, the findings of such conference or arbitration to be binding on both parties until March 30 of the following year, and to take effect as of March 30 of the year the demand is made.

Executed in triplicate this 26th day of March, 1923.

Signed on behalf of the party of the first part:
THE CAPITAL TRACTION COMPANY.
By **GEORGE E. HAMILTON,**

Signed on behalf of the parties of the second part:

M. W. POOLE
J. H. COOKMAN
JAS L. O'BRIEN

Committee of Employees of The Capital Traction Company, members of Division 689 of the Amalgamated Association of Street and Electric Railway Employees of America.

CAN YOU BEAT IT

An "American Iron and Steel Institute Committee" representing the Steel Trust, has "investigated" and issued a "Report" on the 12-hour day in the Steel production as represented by the employment policy of the Steel Trust. A foremost excuse for the 12-hour day that is contained in the report is that "The workmen, as a rule, prefer longer hours because it permits larger compensation per day." Then, again, the Gary combination is interested in the welfare of its lowly paid employees, to keep them from "spending so much time away from their homes." Leisure hours would lead them to dissolution.

Industrial associations and 49 firms and individuals were indicted in the Federal Court in San Francisco recently for violation of the Sherman Anti-Trust Law. They were specifically charged with refusing to sell building material to contractors unless at least 50 per cent of their employees were non-union. The cases have been set for trial September 12th.—Providence Journal.

FASHION LETTER

The novelty of the new fashions, lies as it often does in the detail, rather than the change of line, for that retains its simplicity in spite of the very perceptible flare that appears below knee height. We have flounces and flares in the new styles, tiers and tiers in various shapings and outlines.

The over blouse is still with us, in jacket and hip band effects. Bustle draperies are in evidence, sometimes produced by huge bows or loops at the centre of the back, and often as a very suitable finish for an apron drapery.

We have tunics that are especially suitable for lace and plaited georgette and chiffons.

In materials the variety is exceedingly great and correspondingly beautiful. Silk and cotton, satin and cloth are combined, and the trimmings are lovely in color and textures.

Wrap about effects and side closings are still popular. The long coat that closes at the side is made up in all cloakings from the heaviest heather mixtures to soft crepe and satin.

Sleeves are as ever interesting. For comfort we have the bell sleeve in wrist or $\frac{3}{4}$ length. Sometimes it is finished with a narrow band that fastens part of it over the wrist, again it has wide flaring cuffs to add to its length. The close fitting sleeve is seen on some new models, and the peasant sleeve is often used, especially for remodeling dresses that have the short kimono sleeve. It is in the peasant sleeve with a narrow cuff of embroidery or contrasting material that the soft materials are best.

The new suits anticipate the "flare" of Autumn days. Circular skirts swing in graceful ripples, while other apparently straight modjes, reveal when the wearer is in motion, plait sections that flare attractively.

The cape or the jacket either is smartly correct—Capes show ripple fullness by way of inserted godets or flaring flounces. Jackets in box style but cut full are short or in knee length. Some are closed at the side, others have a smart centre closing, and narrow lapels similar to those of a man's coat.

4451. Ladies' Coat.

Cut in 7 Sizes: 34, 36, 38, 40, 42, 44 and 46 inches bust measure. A 38 inch size requires $4\frac{1}{2}$ yards of 54 inch material. Price 12 $\frac{1}{2}$.

4469. Child's Apron.

Cut in 4 Sizes: 6 months, 1, 2 and 3 years. To make the apron in either size will require $\frac{3}{4}$ yard of 24 or 27 inch material. Price 12 $\frac{1}{2}$.

4461. Ladies' Night Dress.

Cut in 4 Sizes: Small, 34-36; Medium, 38-40; Large, 42-44; Extra Large, 46-48 inches bust measure. A Medium size requires $3\frac{1}{2}$ yards of 36 inch material. Price 12 $\frac{1}{2}$.

4470. Girls' Dress.

Cut in 4 Sizes: 6, 8, 10 and 12 years. An 8 year size requires $2\frac{3}{4}$ yards of 32 inch material. Price 12 $\frac{1}{2}$.

4455. Ladies' Dress.

Cut in 7 Sizes: 34, 36, 38, 40, 42, 44 and 46 inches bust measure. A 38 inch size requires $5\frac{1}{2}$ yards of 40 inch material. The width of the skirt at the foot is $2\frac{1}{2}$ yards. Price 12 $\frac{1}{2}$.

4467. Boys' Suit.

Cut in 4 Sizes: 3, 4, 5 and 6 years. A 4 year size requires $3\frac{1}{2}$ yards of 27 inch material. Price 12 $\frac{1}{2}$.

4261. Ladies' Home or Porch Dress.

Cut in 7 Sizes: 34, 36, 38, 40, 42, 44 and 46 inches bust measure. A 38 inch size requires $4\frac{1}{2}$ yards of 32 inch material. The width at the foot is $2\frac{1}{2}$ yards. Price 12 $\frac{1}{2}$.

4206. Girls' Dress.

Cut in 4 Sizes: 8, 10, 12, and 14 years. A 12 year size requires $3\frac{1}{2}$ yards of 44 inch material. Price 12 $\frac{1}{2}$.

FASHION BOOK NOTICE

Send 12 $\frac{1}{2}$ in silver or stamps for our UP-TO-DATE FALL & WINTER 1923-1924 BOOK OF FASHIONS, showing color plates, and containing 500 designs of Ladies', Misses' and Children's Patterns, a CONCISE and COMPREHENSIVE ARTICLE ON DRESSMAKING, ALSO SOME POINTS FOR THE NEEDLE (illustrating 30 of the various, simple stitches) all valuable hints to the home dressmaker.

Send all orders for patterns and catalog direct to the Beauty Pattern Company, Dept. M. C., 1188-90 Fulton Street, Brooklyn, N. Y. Be sure to give number and bust and waist measure for ladies' patterns and number and age for children's patterns. Where two numbers appear on one design, two patterns are illustrated and 12 $\frac{1}{2}$ should be forwarded for each. Ten days should be allowed for delivery of patterns.



\$1.00 BRINGS YOU
This Famous
Illinois
BUNN SPECIAL



Most remarkable watch offer ever made! Simply send me \$1.00 with your name and address—that's all.

**No Red Tape
No Delay**

We'll send this famous six position—21 Jewel Illinois Bunn Special, guaranteed to pass railroad inspection—for **30 days Free Trial**. Take four full weeks to test this remarkable timekeeper under any and all conditions. If satisfied, pay only \$5.65 a month until you have paid only \$57.50—Regular cash selling price. Otherwise return it and we will refund your dollar. Only a limited number sold on this plan—Rush your dollar TODAY.

FREE Send today for a copy of our introductory catalog. America's Best Values in Diamonds, Watches, Jewelry—P.A.V.—AS YOU PLEASE. Your own terms within reason. Address Dept. 64-S.

O.F. Bale & Co. EST. 1888
 21-23 Maiden Lane New York

Sell Shirts



Sell Madison "Better-Made" Shirts, Pajamas, and Nightshirts direct from our factory to wearer. Nationally advertised. Easy to sell. Exclusive patterns. Exceptional values. No experience or capital required. Large steady income assured. Entirely new proposition. **WRITE FOR FREE SAMPLES.**
MADISON SHIRT CO., 808 Broadway, N.Y. City

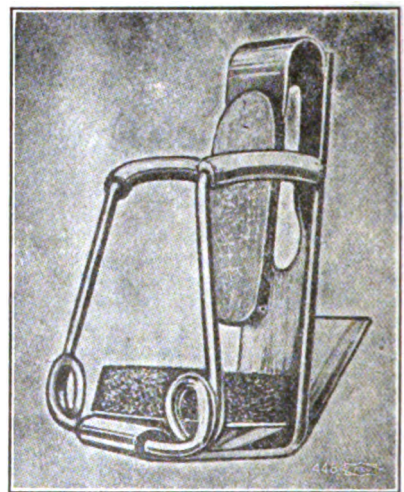
Don't Suffer Longer
 FROM
RUPTURE



The Brooks Appliance
 Most wonderful discovery ever made for rupture sufferers. No obnoxious springs or pads. Automatic Air Cushions. Blad? and draws the broken parts together as you would a broken limb. No salves. No plasters. No lies. Durable, cheap. Many imitators. None equal.

SENT ON TRIAL. CATALOGUE FREE
THE BROOKS CO., 188D State St., Marshall, Mich.

Motormen's Non-Magnetic Watch Holder



A practical little holder adjusted for any size watch. May be attached to head of screw in frame of car. Saves motormen's time and promotes "Safety First." May be conveniently carried in pocket when not in use.

Wanted:—Motormen and Conductors to act as Agents. Send 50c in money order or stamps for sample. Sent to any address in United States prepaid. **W. C. WILLIAMSON**
 22 Arbor Street, E. E. Pittsburgh, Pa.

Anthracite operators in conference with the Miners representatives to draw up a new wage agreement at Atlantic City yesterday, took a definite stand against the first of the miners' demands, that for recognition of the United Mine Workers of America, and declared that granting it would be both "un-American" and in direct "restraint of trade." Philadelphia Ledger.

Protesting against the employment of convicts in coal mines in competition with free labor, whether it be in Alabama or elsewhere, the United Mine Workers of America in a letter to the U. S. Coal Commission, asked that Federal Agency to make an investigation of alleged inhuman practices in the Alabama coal mines where convicts are employed. Baltimore Sun.



Do Not be Imposed Upon

No shoes are Union Made, under our Fair Arbitration Contract, except those having this stamp.

INSIST upon having them for The Whole Family.

BOOT AND SHOE WORKERS' UNION

246 Summer St., Boston, Mass.

Collis Lovely, Pres.

Charles L. Baine, Sec.-Treas.

Rapid Ready Change Maker

LEVER OPERATED

(Model 1921)

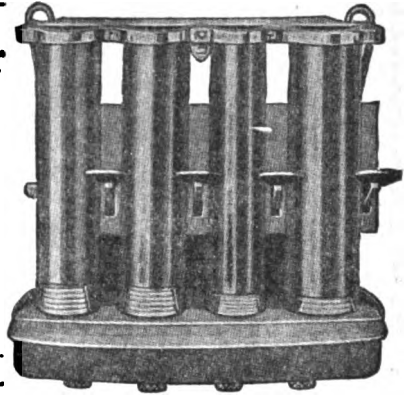
After twenty-five years experience manufacturing change carriers, being the first to originate such a device, we offer our new model, which by a simple adjustment throws ONE to FIVE coins from one or all tubes in any combination wished.

Holds fifty per cent more coins than other makes, with many new features not possible in others, that speed up fare collections. No springs to get out of order, will never rust or tarnish. Agents most cities, where not, will send for \$4.25. One style does for quarters, dimes, nickels or pennies. Our Slip Carrier, so well known, is \$2.50 either style, nickels or pennies.

A. F. NELSON, MFR.

Agents wanted
Special prices.

907 N. Front St.,
Harrisburg, Pa.



**TRACTION
UNIFORMS**

UNION MADE

Write for Catalogue
Samples & Prices.

The Fechheimer
Bros. Co.

CINCINNATI, OHIO.

J. L. LYNCH

MEMBER OF DIV. 241
MANUFACTURER OF

Union Buttons, Badges

Banners, Flags

325 N. MADISON ST. 4th Floor
Madison Trust Bldg. CHICAGO, ILL.



Detroit Regulation
Motorman and Conductor's

UNIFORMS

Standard-weight, fast-
color serge of guaran-
teed dependability

Specially Featured at

\$27.50

Union-made, expressly for D. S. R.,
D. U. R. and M. U. R. car men. Three-ply
properly padded, shape-retaining coat
fronts; linings of best sea-island cotton;
chamois arm-pit sweat-shields; closely
woven, drill or duck non-sagging pock-
ets. We'll fit you—whether tall, short,
slim, stout or extra large.

Extra fine quality serge Uniforms
\$33.75

Clayton's

Clothing Hats Furnishing
Michigan at Shelby since 1883

Price List of Association Supplies

Official Seal	\$5.50
Propositions for membership blanks, per 100	.50
Rituals, each	.35
Withdrawal cards, each	.05
Traveling cards, each	.05
Duplicate report books, each	2.00
Constitutions, in lots of 100 or more, per 100	4.00
Constitutions, in lots of less than 100, each	.05
Financial secretary's order book on treasurer	.35
Treasurer's receipt book	.35
Association badges, rolled gold, each	.50
Association badges, solid gold, each	1.10
Association buttons, gold plate, each	.30
Association buttons, rolled gold, each	.50
Association buttons, solid gold, each	1.10
Emblem cuff buttons, per pair	1.10
Emblem tie clasps, each	.70
Association charms, each	1.10
Association lockets, each	1.75
Cuts of official seal for use on printed matter, plain, each	.70
Cuts of official seal, with flag design	2.00
Transfer Cards, each	.05
Recording secretary's minute books, 300 pages	1.25
Gilt Seals, per box 50	.50
Loose leaf membership ledgers. Ruled and printed on both sides, providing for a 12 year record of the payment of dues by your members.	
Loose leaf post binder, canvas with leather corners, each	4.50
Price of sheets, in lots of less than 100, each	.02 1/4
In lots of 100, or more, per 100	2.50
In lots of 500, or more, per 500	11.00
In lots of 1000, or more, per M.	20.00

All orders must be accompanied by express, post-office money orders or draft. No personal checks accepted. Otherwise supplies will not be forwarded.

THE PEOPLES STATE BANK

MEMBER FEDERAL RESERVE BANK

Capital, Surplus and Undivided Profits \$14,000,000



Twenty-six branches conveniently located bring the service of this great institution directly to your door.

BRANCHES

HARPER AND TOWNSEND
7879 JEFFERSON WEST
BAKER AND TWENTY-THIRD
MICHIGAN AVENUE AND JUNCTION
MICHIGAN CORNER ADDISON
WARREN AVENUE AND THIRTIETH ST.
GRAND RIVER AND BROOKLYN
GRAND RIVER AND HOLMUR
CLAIRMOUNT AND LINWOOD
1523 WASHINGTON BOULEVARD
WOODWARD, CORNER PIQUETTE
OAKLAND AND KENILWORTH
WOODWARD AND ALEXANDRINE

FERNDALE AND LAWNDALE
HASTINGS, CORNER ERSKINE
GARFIELD, CORNER RUSSELL
RUSSELL, CORNER LYMAN
GRATIOT, CORNER RIOPELLE
CHENE, CORNER MILWAUKEE
CANTON, CORNER GRATIOT
FISCHER, CORNER GRATIOT
MACK, CORNER BALDWIN
FOREST AND CADILLAC
KERCHEVAL AND LAKEVIEW
JEFFERSON, CORNER BENITEAU
TWELFTH AND SEWARD

To be well dressed and
neat in appearance, order

**BATCHELDER MADE
UNIFORMS**



QUALITY & STYLE MAKE
BATCHELDER MADE UNIFORMS
A SOURCE OF SATISFACTION
TO EVERY WEARER.

For Sale by Dealers

WRITE FOR SAMPLES

FRED M. BATCHELDER CO.

120 HARRISON AVENUE
BOSTON

200-41-10000
NOV 26-1923

The Motorman and Conductor

"Freedom Through Organization"





Style No. 20

Wear Better Uniforms

BY putting your trust in a Bloch Uniform of quality you insure yourself against dissatisfaction.

Twenty years of knowing how has enabled us to offer Traction men everywhere the best uniform that money can buy.

Strength in every part that has a strain, materials of proven long-wearing value, design and tailoring of a superior quality that assures every customer the comfort and appearance he enjoys.



Ask your dealer for a Bloch Uniform of Quality. It will pay.

The
Bloch
Company
Cleveland, O.

*Send me, free, a
Trolley Jim Time Book.*

Name.....

Address

The Bloch Company

Uniforms of Quality

Cleveland - Ohio

Guaranteed for Life

FREE 10-Piece White Enamelled Kitchen Set

No Money Down!

Wonderful 32-Piece Aluminum Set consists of 22 Bread Pans; Doughnut Cutter; 2 Loose Bottom Jelly Cake Pans; Combination Tea-kettle and Rice Boiler with lid; Saucepan Set with lid; Dipper; Colander; Measuring Cup; Percolator; 2 File Pans; Complete Casserole Set; or Coffee Strainer; Fry Pan; also cooker set of 5 pieces—makes 11 utensil combinations: Preserving Kettle; Convex Kettle; Combination Cooker; Casserole; Pudding Pan; Tubed Cake Pan; Colander; Roaster; Corn Popper; Steamer Set; Double Boiler.

Just mail the coupon and we send this 32-Piece Aluminum Cooking Set, and the 10-Piece Kitchen Set Free. When the goods arrive, pay only \$2.00 and small postage charges on the Aluminum Set. Nothing for the Kitchen Set—it is FREE. Use both sets 30 days on Free Trial and if not satisfied send them back and we will refund your money and pay transportation both ways. If you keep them, pay for Aluminum Set, only a little every month.

FREE 10-Piece Kitchen Set
 Not a penny to pay for this set. You get it absolutely free with Aluminum Set. Potato Masher, Mixing Spoon, Measuring Spoon, Ice Pick, Egg and Cream Beater, Can Opener, Vegetable & Pan Brush, Fork, Egg and Cake Turner, Wall Rack. All have white enameled handles and hang on wall rack—keeping them conspicuously at hand.

Complete 32-Piece Aluminum Set and FREE Kitchen Set

Hartman's special, selected set of heavy gauge Aluminum Ware—a complete cooking outfit, light to handle, easy to clean, always bright as silver. Will never chip, crack or rust. We guarantee it for life. 32 utensils—everything for baking, boiling, roasting, frying. And—absolutely free—a Combination Kitchen Set, 10 utensils with pretty white handles.

Nearly a Year to Pay

You pay only \$2.00 and postage on arrival (on the Aluminum Set—not a penny to pay at any time on the Kitchen Set). The balance a little every month.

Order by No. 417EEMAT7. Price for Aluminum Set, \$18.95. No money down. 2 and postage on arrival. Balance \$2 monthly. 10-Pc. Kitchen Set is Free.

HARTMAN Furniture & Carpet Co.
 Dept. 5721 CHICAGO, ILLINOIS

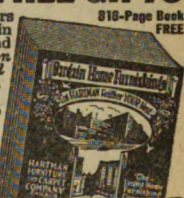
Copyright, 1923, by Hartman's, Chicago

FREE BARGAIN CATALOG and FREE GIFTS

This great 316-page book offers the world's greatest bargains in home furnishings, jewelry and farm machinery—all sold on easy monthly payment terms and 30 days' free trial on everything.

Wonderful Gifts

Catalog explains how you can get Glassware, Silverware, Tablecloths, Napkins, etc., free with purchases. Send for it today. "Let Hartman Feather YOUR Nest!"



HARTMAN FURNITURE & CARPET CO.
 Dept. 5721 Chicago, Ill.

Send the 32-Piece Aluminum Cooking Set No. 417EEMAT7, Price \$18.95, and 10-Piece Kitchen Set. Will pay \$2 and postage on the Aluminum Set on arrival. Kitchen Set is FREE. I am to have 30 days' free trial. If not satisfied, I will ship both sets back. If I keep them, I will pay you \$2 monthly until the price of the Aluminum Set, \$18.95, is paid. Title remains with you until final payment is made.

Name.....
 Occupation.....
 R. F. D., Box No.....
 or Street and No.....
 Post Office..... State.....
 (If shipping point is different from your post office, fill in line below.)
 Send shipment to.....



The Motorman and Conductor



Vol. 31

DETROIT, MICHIGAN, OCTOBER, 1923

No. 11

Published monthly by the Amalgamated Association of Street and Electric Railway Employees of America.
W. D. Mahon, President
260 East High Street, Detroit, Michigan

Entered at the Post Office as Second Class Matter. Accepted for Mailing at special rates of postage provided for in Section 1103, Act of October 3, 1917. Subscription Price - - - - - \$75



W. D. MAHON

International President of the Amalgamated Association of Street and Electric Railway Employees of America

With the close of the recent convention of the Amalgamated Association of Street and Electric Railway Employees of America held in Oakland, Calif., International President W. D. Mahon had experienced 30 years as the chief executive of the Street and Electric Railway Employees International Association. At the time he was first elected International President, President Mahon was financial secretary and business agent of Division No. 9, the Columbus, Ohio local of the Amalgamated Association and business agent of the Columbus C. L. U. These positions he relinquished to take up the work of constructing the Amalgamated Association in a period in which organized labor was crumbling under the discouraging influence of a most distressing industrial depression. From the ashes of that period, under his executive direction, the Amalga-

ated Association has grown to its present magnitude.

STATEMENT OF THE OWNERSHIP, MANAGEMENT, CIRCULATION, ETC., REQUIRED BY THE ACT OF CONGRESS OF AUGUST 24, 1912

Of the MOTORMAN AND CONDUCTOR, published monthly at Detroit, Michigan, for October 1st, 1923. State of Michigan, County of Wayne, ss.

Before me, a Notary Public in and for the State and County aforesaid, personally appeared R. L. Reeves, who, having been duly sworn according to law, deposes and says that he is the Editor of the MOTORMAN AND CONDUCTOR, and that the following is, to the best of his knowledge and belief, a true statement of the ownership, management (and if a daily paper, the circulation), etc., of the aforesaid publication for the date shown in the above caption, required by the Act of August 24, 1912, embodied in section 443, Postal Laws and Regulations, printed on the reverse of this form, to-wit:

1. That the names and addresses of the publisher, editor, managing editor, and business managers are: Publisher, Amalgamated Association of Street and Electric Railway Employees of America, 260 East High Street, Detroit, Mich.; Editor, R. L. Reeves, 260 E. High Street, Detroit, Mich.; Managing Editor, R. L. Reeves, 260 East High Street, Detroit, Mich.; Business Manager, R. L. Reeves, 260 East High Street, Detroit, Mich.

2. That the owners are: (Give the names and addresses of individual owners, or, if a corporation, give its name and the names and addresses of stockholders owning or holding 1 per cent or more of the total amount of stock.) Amalgamated Association of Street and Electric Railway Employees of America, 260 East High Street, Detroit, Mich.; W. D. Mahon, International President, 260 East High Street, Detroit, Mich.; R. L. Reeves, Secretary General Executive Board, 260 East High Street, Detroit, Mich.

3. That the known bondholders, mortgagees, and other security holders owning or holding 1 per cent or more of total amount of bonds, mortgages, or other securities are (if there are none, so state). None.

4. That the two paragraphs next above, giving the names of the owners, stockholders and security holders, if any, contain not only the list of stockholders as they appear upon the books of the company, but also, in cases where the stockholder or security holder appears upon the books of the company as trustee or in any other fiduciary relation, the name of the person or corporation for whom such trustee is acting, is given; also that the said two paragraphs contain statements embracing affiant's full knowledge and belief as to the circumstances and conditions under which stockholders and security holders who do not appear upon the books of the company as trustees, hold stock and securities in a capacity other than that of a bona fide owner; and this affiant has no reason to believe that any other person, association, or corporation has any interest direct or indirect in the said stock, bonds, or other securities than as so stated by him.

5. That the average number of copies of each issue of this publication sold or distributed through the mails or otherwise, to paid subscribers, during the six months preceding the date shown above is... (This information is required from daily publications only.)

R. L. REEVES, Editor.

Sworn to and subscribed before me this 5th day of October, 1923. Jennie Shellfish, Notary Public. (Seal) My commission expires June 2, 1925.

Eighteenth Convention Proceedings

Official Report of the Proceedings of the 18th Convention

of the

Amalgamated Association of Street and Electric Railway Employes of America

Held at Oakland, California, September 10th to 15th 1923 inc.

FIRST DAY

Oakland, Calif., September 10, 1923

MORNING SESSION

The Eighteenth Convention was called to order in informal session by International President W. D. Mahon, at 10 o'clock a. m., Monday, September 10, 1923, in the Municipal Auditorium.

In calling the Convention to order, President Mahon explained that this is the natal day of the State of California, and is observed by the State as a holiday; that the calling of the Convention of the Amalgamated Association of Street and Electric Railway Employes of America upon this date is fixed by the law of the Association, and that in respect to the State of California, the calling to order of the Convention is a matter of complying with the Association's laws governing the holding of conventions; that further than the calling of the Convention to order, the appointment of certain Convention officers and committees, a motion to adjourn to Tuesday, September 11th, would be entertained. He stated that this was a procedure recommended by the General Executive Board.

President Mahon, as Chairman of the Convention, then proceeded to the appointment of Secretary and Assistant Secretary of the Convention, subject to approval of the Convention. He appointed as Secretary, R. L. Reeves of Division No. 85, Pittsburgh, Pa., and as Assistant Secretary, P. J. Ward, of Division No. 26, Detroit, Mich.

President Mahon cited that it is important to proceed with the work of the Convention expeditiously, that the Convention may be able to complete its work within a week as consideration for many delegates present from a distance, and advised that touring observations could be made by those who so desired, after the close of the Convention. He cited that, except two nights of the week, entertainments are on the program, as arranged by Division No. 192 of Oakland.

The Chair appointed as Convention Committee on Credentials, Delegates as follows:

Committee on Credentials

Ben F. Bowbeer, Division 192, Oakland, Calif.
David Finley, Division 85, Pittsburgh, Pa.
John J. Broderick, Division 241, Chicago, Ill.
John B. Mooney, Division 518, San Francisco, Cal.
Edwin Peyroux, Division 194, New Orleans, La.

Will J. Robinson, Division 360, Alliance, Ohio.
E. C. Fuller, Division 587, Seattle, Wash.
Timothy J. Mahoney, Division 589, Boston, Mass.
Edwin Brophy, Division 627, Cincinnati, Ohio.
E. P. Dodd, Division 732, Atlanta, Ga.
W. C. Elford, Division 757, Portland, Ore.

The Chair announced that the Committee on Credentials would receive Delegates' credentials at the Convention Hall immediately after adjournment of the Convention session, and would also receive credentials at Room 666, Hotel Oakland, in the evening, where the committee would assemble to prepare their report.

The Chair announced as Committee on Rules and Order, Delegates as follows:

Committee on Rules and Order

A. Conn, Division 113, Toronto, Ont.
James McArdle, Division 308, Chicago, Ill.
J. B. Mout, Division 134, New Westminster, B.C.
E. F. Hupner, Division 98, Akron, Ohio.
A. M. Bugbee, Division 215, Wheaton, Ill.
L. J. O'Connor, Division 281, New Haven, Conn.
Clarence J. Simmons, Division 282, Rochester, N.Y.
Nat Osman, Division 312, Davenport, Iowa.
Wm. J. Sutter, Division 568, Erie, Pa.
J. M. Woodward, Division 674, Fort Smith, Ark.
Howard H. Gallagher, Division 842, Wilmington, Del.

The Chair stated that, so far as was known, Delegate Conn, named first upon the list of Rules and Order, had not yet arrived at the Convention; that in his absence, Delegate James McArdle, of Division No. 308, Chicago, Ill., should act as Chairman to call the convening of the Rules and Order Committee, and that the committee would meet during the evening at the Hotel Oakland.

Chairman W. J. Moorehead, of the Convention Committee of Division No. 192, Oakland, announced to the Convention that as a measure of the day's entertainment, a cruise around San Francisco Bay had been made and that arrangements were prepared to take the delegates and visitors to the boat via the Key Route cars. He also announced that delegates and guests were requested to be at the Hotel Oakland at 9 o'clock a. m., in preparation to march to the convention hall, leaving the Hotel Oakland at that hour on the following morning.

The Chair declared that a motion to adjourn was in order.

Upon motion by Delegate Wm. Polk, of Division No. 268, Cleveland, Ohio, variously seconded and carried, the Convention adjourned to 10 o'clock a. m., Tuesday, September 11, 1923.

Adjournment was taken at 10:35 o'clock a. m.

SECOND DAY

Morning Session of Tuesday, September 11, 1923

The Convention was called to order at 10 o'clock A. M. in the Municipal Auditorium by Chairman William J. Moorehead of the Convention Committee of Division, 192.

Previous to the assembling of the Convention, the delegates and visitors, headed by a band of musicians and led by a detachment of Oakland police, marched through the principal streets of Oakland to the Auditorium. About 800 were in the line of march.

The session was opened with prayer by Rev. Kelly O'Neal of Oakland, after which the audience sang "America."

In welcoming the delegates and visitors to Oakland, Chairman Moorehead said, in part:

"Today is presented to Division No. 192 the realization of a dream of many, many years, that the International Convention should convene in our beautiful city of Oakland. That realization is presented to us this morning, and the dream has come true in your presence here. Division No. 192 extends to you a hearty welcome. You have come here to one of the most beautiful cities on the Pacific Coast. Two years ago, at Atlanta, when I appealed to you to come to God's country, I did not exaggerate. You are now seated in the midst of God's country, in the wonder city of Oakland. It is the most progressive city on the Pacific Coast, and has increased in population by 27,000 since the first of the year. It is a city of contented men and women, a city of homes. When you go around on your travels, look yonder on the hills and see the little homes springing up just like mushrooms. That indicates that our city is a city of home-owning and home-loving people, and we represent a most contented people.

"It now becomes my pleasure to introduce to you a man who has been at the head of our civic government for the last twenty years; a man who comes from the common people; a man who has never forgotten himself, and with whom I have had the pleasure of sitting for the last eight weeks in carrying on the affairs of this city. In my estimation the Mayor of this city typifies a real American—honest to the core, red-blooded, and with all the qualifications that make up a great American. I want to present my friend, the Mayor of this city, John L. Davie."

Address of Mayor Davie

"Mr. President and members of the International Convention, I can vouch for every word the Chairman has said in his introduction. I really believe we have the finest location of any city, not only in California, but in the United States. As he said, I have been in office for many years. I had the pleasure of the acquaintance of your International President twenty-five years ago, and in all those years in our official life we have never forgotten the source from which we came.

"Our city is located in the very center of the State—the geographical center, the financial center, the commercial center, the agricultural center—and our future is absolutely safe. While we are not the largest city in the State, as your Chairman has said, we are one of the most prosperous cities. We are the third city in the State in population, but what Nature has done for us makes up the difference between the population of our city and other cities.

"We have something like twenty miles of harbor and waterfront within the jurisdiction of our city. We are considered today the largest industrial city on the Pacific Coast. In fact, we have larger and a greater number of industrials than any other city. I have been officially informed that in the last year there were something like twenty nationals came to the Pacific Coast, and nineteen of them located in Oakland. We have unlimited industrial facilities. We have rail and sail, you might say, at our very door. We are in one of the largest valleys in the State, the Santa Clara Valley, at the northern apex of which our city is located. This valley will produce this year over \$150,000,000 in all of the prize products of this State. East of us only a few miles—less than an hour's ride—we come into another valley, the San Joaquin Valley, double the size of the valley our city is located in. That valley has scarcely been scratched. Still, 70 per cent of the products of this State are grown within a radius of 100 miles of where you are sitting. On our north is another great valley, the Sacramento Valley, 100 miles wide and 300 miles long, and all of these are contiguous to our city by rail, by truck or by water.

"During the war 25 per cent of all the steel vessels that were contracted for and built by the Government were launched in our harbor. That is something that very few of you Eastern people know. Our school system is recognized all over the United States as the very best in the country. Sixty-five per cent of the homes in Oakland are owned by the people who live in them. Our climatic conditions are the best possible on the Pacific Coast.

"In conclusion, I want to welcome you. I really feel the importance of this occasion, because I believe there is no class of men who are as beneficial to a city as the car men. When you go to your respective homes we hope you will take with you the thought that some time you will move to Oakland.

"Your Chairman has said that the City Council is going along very nicely. Our City Council is made up of people who have always had to work for a living, and I assure you that while you are here, Commissioner Moorehead will see to it that your wants are supplied. We will do everything we possibly can to make things pleasant for you."

Address of Hon. James MacLafferty

Chairman Moorehead introduced to the Convention Congressman James MacLafferty.

erty, who extended a welcome to the visitors on behalf of the Government. He referred to the line separating the membership in the United States from the membership in Canada as only an imaginary line, and paid a tribute to the caliber of the Canadian workers. He stated that, as a man who had worked for some years at a trade, he knew something of the viewpoint of the working man; that, contrary to the view held by some people, the average working man wants only what is fair, and recognizes fully the rights of the public. He stated that he believed in organization in labor, in religion, and in politics; that American life had grown to such a complex state that, without organization, it would be impossible to get anywhere.

Welcome By Trades Council

Chairman Moorehead introduced State Senator Edward Hurley, former President of the Alameda County Trade Council.

Mr. Hurley supplemented the welcome of the previous speakers.

Commendatory Address of Alameda Trades Council Secretary

Secretary William Spooner of the Alameda County Trade Council was the next speaker. He said that he felt proud of the parade which preceded the opening exercises, because it demonstrated in a forceful way to those unfriendly to labor the splendid character of the men and women who make up the organized labor movement. He said that the splendid conditions enjoyed by the laboring people in Alameda County today were due entirely to the strong organizations of labor existing here.

Welcomed by Public Safety Commissioner

Mr. Frank Colbourn, Commissioner of Public Health and Safety, added words to the city's welcome, and assured the delegates and visitors that they were expected to take advantage of every opportunity that presented itself for a good time during their stay in Oakland.

Sheriff Adds to Welcome

Mr. Frank Barnett, Sheriff of Alameda County, was introduced. He paid a tribute to Charles Clark, a member of the Carmen's Union, who for twenty years has had the responsibility of looking after the welfare of the unfortunates housed in the county jail. "I speak of this," said Sheriff Barnett, "to show that it is not necessary for a man to come from a high institution of learning in order to do those things that go to make life easier for the unfortunate."

Hon. Ezra Decoto's Address

Mr. Ezra Decoto, District Attorney of Alameda County, in his address paid a compliment to Brother Moorehead, and said that he had always found him absolutely square, and that he stood in the hearts of the people of the community in just as high regard as he did in the hearts of the members of his organization. Mr. Decoto said that California had been referred to as Paradise, but that, in his opinion, Chicago, Detroit, Boston, Philadelphia, or any other place in the United States is Paradise, and that is a grand privilege to live in this country.

Labor Laws Attributed to Organization

Mr. William H. Ermie, Deputy Labor Commissioner of California, spoke for the Labor Commissioner. Mr. Ermie said that California had some of the best labor laws in existence, and among them he mentioned the child labor law and the law which prevents women from working more than eight hours per day or more than forty-eight hours per week. These and many other beneficial laws were enacted at the instance of organized labor.

Chairman Moorehead introduced two charter members of Division No. 192 of Oakland—Mr. Charles Clark and Mr. William Ellison.

Convention Entertained by Superintendent Thornton and Son

Mr. Earl Thornton, superintendent of the Key Route System, related some interesting facts concerning the number of trains handled over the system, the method of operation, etc. He stated that the system carried 50,000 passengers daily between the Bay Cities and San Francisco. Mr. Thornton's address closed with a humorous sketch in which he was joined by his seven-year-old son.

Chairman Moorehead introduced William D. Mahon, International President, as permanent Chairman, and turned over to him the gavel of the Convention.

Response by President Mahon

"Mr. Chairman and Fellow Workers:

"It is not my intention to delay our proceedings but a moment. I know I voice the sentiment of this organization when I return our sincere thanks to the Mayor of this city, the representatives of organized labor, and the representatives of the Division of our Association in Oakland. It is a pleasure for us to come to your beautiful city. The Mayor said it was the most beautiful city in America. It is the second most beautiful city in America. We have always been taught that eleventh commandment, Boost yourself, in Michigan, and of course we know that our city is the first and Oakland is the second. But it is a pleasure to come here.

"The struggle upon the part of many of our small organizations to have representation here is something to think about, when you think of two special trains crossing almost the entire continent to hold a convention in the city of Oakland. If someone would have told you twenty-five years ago that the Street Railway men would have undertaken such a thing, his sanity would have been questioned. It has been the work of organization. We come to your city, as Brother Moorehead said in Atlanta, to inspire our own people here and to inspire other organizations.

"I have listened to the remarks here this morning on the conditions of labor upon this coast, and in this city, and in this State. My friends, it is the same struggle that we have in any other State or any other country, and the conditions about which the Commissioner spoke in the way of protection to the child and the woman worker is the same in many of our other

States, due to the efforts of organized labor. We are not expecting to find any better conditions than we find in different parts of the country. We look to see what the organized condition of any community is today, and that reflects the condition of the worker—not climate, not the work of any other force—but as you travel throughout the country and you want to find the actual conditions of the men and women of that community, just examine the conditions of the workers in that community and that will reflect it.

"And so I am pleased to come again to Oakland. With the Mayor of this city, over twenty years ago I worked in promoting co-operation among the workers, and I am pleased to come back again and to meet with our friends in California. It is a wonderful country; it is a great pleasure to many of our people to come here, those who have never before had the opportunity to visit the coast. It is the work, I repeat, of our organization.

"Now I understand our Convention is to be held in another room of this building, and without further remarks at this time, I declare the Eighteenth Biennial Convention duly opened.

"I want to say that our conventions are closed to the public. The members of our organization who are not delegates, as well as their wives and children who may be present, are privileged to sit in the Convention Hall as guests, but our Convention sessions are considered executive, and any information that the press may desire can be obtained by getting in touch with the Secretary."

The delegates retired to the Convention Hall and reports of committees were called for.

Report of Committee on Credentials

Delegate Fuller, Secretary of the Committee, presented the following report:

We, your Committee on Credentials, after going over the credentials of the delegates present, wish to submit the following report:

We find that there are 74 Local Divisions represented, with a total of 268 delegates, including International Officers, in attendance at this Convention. We recommend that the following delegates be seated:

Division No. 19, Colorado Springs, Col.

Shireman, D. L.

Division No. 22, Worcester, Mass.

Rooney, Peter J.

Division No. 26, Detroit, Mich.

Black, Archie D.
Burns, Garrett F.
Coleman, Martin
Dougherty, Carl V. P.
Elliott, Charles E.
Gee, Herbert
Kav, Carlton S.
Lee, James
McLellan, Neil
Mecker, Herbert
Nugent, Clarence
Otis, Heracles
Ulrich, Edward

Division No. 52, East Liverpool, Ohio

Thorn, Hugh

Division No. 85, Pittsburgh, Pa.

Finlay, David
Nelson, John L.
McGrath, P. J.
Coyne, M. J.
Flynn, John J.
Nelson, W. T.

O'Connor, M. J.

Paskey, Joseph

Paskey, Joseph

Riffe, C. C.

Ryan, William

Sullivan, J. T.

White, William

Division No. 98, Akron, Ohio

Hepner, E. F.

O'Neil, D. C.

Division No. 113, Toronto, Ont.

Conn, A.

O'Connell, L.

Robbins, William D.

Shepherd, Fred

Tomkins, Jos.

Division No. 125, Belleville, Ill.

Cross, George W.

Division No. 134, New Westminster, B. C.

Mouat, J. B.

Division No. 192, Oakland, Calif.

Anderson, R. E.

Rowbeer, B. F.

McCarthy, T.

Mathews, L. W.

Division No. 194, New Orleans, La.

Boudreaux, Joseph

Commons, Ben

Hart, Geo.

Heintz, Gus

Keanan, Joseph M.

Pertuit, Oscar C.

Peyroux, Edwin

Rodgers, James

Veillon, Ed.

Yokers, Jac.

Division No. 215, Wheaton, Ill.

Bugbee, A. M.

Revere, James H.

Division No. 228, Joliet, Ill.

Brereton, Geo. E.

Division No. 238, Lynn, Mass

Murphy, John H.

Division No. 241, Chicago, Ill.

Barber, James

Becker, Adam J.

Broderick, John J.

Burns, Chas

Callahan, Myles P.

Casey, John J.

Claney, Patrick J.

Craig, Henry

Crinnion, Patrick F.

Dinneen, Jeremiah

Ellerbeck, Randolph P

Eccardt, Chas. J.

Fay, John

Fitzgerald, John A.

Fleming, Peter

Flynn, Patrick J.

Greene, Thomas

Jacobson, Andrew J.

Kehoe, Joseph J.

Kent, Patrick

Kett, John

Kirby, John J.

Leahy, Edward J.

Madigan, Wm.

McGarry, Hugh

McGarry, John J.

McGuire, Alex J.

McHale, John B.

O'Brien, Michael C.

O'Connor, Patrick J.

Olson, Ole B.

O'Shea, James

Oswald, Chas.

Petersen, Mathias C.

Phillips, James J.

Pierce, Garrett

Powers, Daniel

Quinlan, Wm.

Regan, David

Ross, Fred

Schippers, Henry

Slominski, Wm.

Sullivan, Michael J.

Taber, Wm.

Toale, James

Division No. 256, Sacramento, Calif

Brasher, Chas.

Division No. 268, Cleveland, Ohio

Albers, Harry

Arndt, W. J.

Brown, E. E.

Corlett, H.

Hogan, J. A.

- Kuhn, A. H.
Polk, William
Schultz, Fred
Smith, C. A.
Swaab, William
Division No. 272, Youngstown, Ohio
Lyden, M. J.
Division No. 276, Stockton, Calif.
Dean, Geo. A.
Division No. 281, New Haven, Conn.
O'Connor, Leo J.
Reynolds, Paul
Division No. 282, Rochester, N. Y.
Norton, Walter F.
Simmons, Clarence J.
Lawrence, James A.
Dwyer, Edmond
Division No. 308, Chicago, Ill.
Anderson, M. (Mrs.)
Burns, Nora
Bruce, John J.
Corrigan, Elizabeth M.
Gallagher, John
Giellis, George
Johnson, Julian E.
Johnson, Martin J.
Knoblock, John H.
Koch, George
Lawrence, Frank E.
McArdle, James
McClenathan, Wm. S.
Nielsen, John
Schlau, Harry
Division No. 360, Alliance, Ohio
Robinson, Will J.
Division No. 362, Albion, Mich.
Wedel, W. C.
Division No. 379, Niles, Ohio
Wilson, Leon
Division No. 381, Butte, Mont.
Evans, Newall D.
Division No. 416, Peoria, Ill.
White, Orville E.
Division No. 425, Hartford, Conn.
O'Meara, Frank
Division No. 441, Des Moines, Iowa
Dennis, J. W.
Duffield, J. C.
Division No. 448, Springfield, Mass.
Coughlin, J. P.
O'Brien, P. J.
Raleigh, E. A.
Division No. 490, Yonkers, N. Y.
Collins, Wm.
Division No. 517, Gary, Ind.
Ward, S. B.
Division No. 518, San Francisco, Calif.
Curry, D. J.
Mooney, John B.
Division No. 538, Shreveport, La.
Permenter, James
Division No. 568, Erie, Pa.
Sutter, Wm. J.
Division No. 577, Augusta, Ga.
Scarbrough, C. H.
Division No. 580, Syracuse, N. Y.
Lynch, Owen
McGinn, William
Division No. 582, Utica, N. Y.
Largay, James
Division No. 587, Seattle, Wash.
Fuller, E. C.
Hackler, Perry
Murray, M. J.
Warrick, G. C.
Division No. 589, Boston, Mass.
Clark, Chas. H.
Collins, Geo. J.
Craig, Albert J.
Dillon, Walter J.
Donohue, Arthur
Fahey, William J.
Fehrstrom, Ernst O. M.
Flanagan, James H.
Heade, Michael
Lyons, Edward
Mahoney, Timothy J.
Murphy, Peter J.
McLaughlin, Matthew J.
Nagle, John J.
O'Brien, Patrick
Regan, Timothy J.
Roche, Wm. A.
Shaughnessy, Frank L.
Shine, Thomas F.
Shutzman, Ralph
Sweeney, John J.
Webb, Frank H. K.
Welch, Chas. R.
Division No. 618, Providence, R. I.
Coates, Alfred
Coleman, James H.
Corbett, Leo M.
Gordon, John
MacPadyen, Hector B.
O'Neil, Daniel J.
Rogan, Frank E.
Witherow, John J.
Division No. 623, Buffalo, N. Y.
Parker, John M.
Division No. 627, Cincinnati, Ohio
Black, Harry
Brophy, Edw.
Holleman, Wm.
Jones, Albert E.
Luchsinger, Julius
Spradling, Abe L.
Division No. 628, Covington, Ky.
Keitel, August T.
Division No. 674, Fort Smith, Ark.
Woodward, J. M.
Division No. 687, San Francisco, Calif.
Honan, Wm. J.
Division No. 689, Washington, D. C.
Cookman, John H.
Gibbs, James K.
Poole, Maurice W.
Division No. 691, Springfield, Mo.
Williams, Abbott
Division No. 694, San Antonio, Texas
Nelson, G. H.
Division No. 696, Canton, Ohio
Saxton, B. W.
Division No. 697, Toledo, Ohio
Camp, H. Lee
Donahue, John J.
Division No. 704, Little Rock, Ark.
Rowland, R. W.
Division No. 713, Memphis, Tenn.
Reddick, C. N. F.
Warren, D. O.
Division No. 717, Manchester, N. H.
Winston, Patrick J.
Division No. 725, Birmingham, Ala.
Bernhardt, R. P.
Seals, C. L.
Division No. 726, Staten Island, N. Y.
Leahy, Edward J.
Division No. 732, Atlanta, Ga.
Burdette, John Calhoun
Dodd, Emory Pierce
McBrayer, Thos. Laymond
Teat, Hardy Owens
Division No. 737, Syracuse, N. Y.
Long, Patrick
Division No. 757, Portland, Ore.
Cooper, Wm.
Doyle, W. H.
Elford, W. C.
Reed, Fred B.
Stein, A. H.
Taylor, C. U.
Division No. 758, Tacoma, Wash.
Hopwood, C. J.
Division No. 765, Montgomery, Ala.
Booth, S. R.
Division No. 788, St. Louis, Mo.
Adams, H. T.
Armstrong, B. B.
Davis, H. C.
Douglas, M. J.
Dulaney, E. L.
Graessr, L. A.
Graves, Harry
Henage, T. L.
Loveless, W. B.
Metcalfe, Tom
Moore, Thomas
Moran, B. J.
Shelton, C. A.
Tipton, G. E.
Underwood, Wm. M.
Division No. 790, Montreal, Quebec
Hebert, Osias
Therrien, Joseph
Division No. 818, Oakland, Calif.
Mullikent, W. H.
Division No. 836, Grand Rapids, Mich.
Fisher, Claud W.
Division No. 842, Wilmington, Del.
Gallaher, Howard H.
Division No. 847, St. Joseph, Mo.
Shaffer, Roy

Division No. 855, Grand Haven, Mich.
 Gibbs, George E.
 Division No. 874, Tulsa, Okla.
 Dulaney, Avery G.
 Division No. 892, Sapulpa, Okla.
 McGuire, W. O.
 Division No. 898, Macon, Ga.
 Jones, Lamar
 Division No. 900, Highwood, Ill.
 Kjellquist, Arthur F.
 Mead, Herbert L.
 Division No. 934, Harrisburg, Ill.
 Gram, Thomas
 Division No. 947, Morristown, N. J.
 Allen, Fred J.

OFFICERS

International President.....W. D. Mahon
 1st Int. Vice-President.....Wm. B. Fitzgerald
 2nd Int. Vice-President.....P. J. O'Brien
 3rd Int. Vice-President.....Wm. S. McClenathan
 6th Int. Vice-President.....George A. Dean
 7th Int. Vice-President.....P. J. McGrath
 9th Int. Vice-President.....Thomas F. Shine
 10th Int. Vice-President.....Albert E. Jones
 11th Int. Vice-President.....James Lurgay
 13th Int. Vice-President.....M. J. Murray
 14th Int. Vice-President.....C. U. Taylor
 International Treasurer.....L. D. Bland

General Executive Board

R. L. Reeves J. H. Reardon
 Edw. McMorrow A. H. Burt
 Magnus Sinclair Wm. F. Welch
 P. J. Shea J. B. Lawson

Respectfully submitted,

COMMITTEE ON CREDENTIALS.

BEN F. BOWBEER, Chairman,
 Div. 192, Oakland, Calif.
 DAVID FINLAY,
 Div. 85, Pittsburgh, Pa.
 JOHN J. BRODERICK,
 Div. 241, Chicago, Ill.
 JOHN B. MOONEY,
 Div. 518, San Francisco, Calif.
 EDWIN PEYROUX,
 Div. 194, New Orleans, La.
 WILL J. ROBINSON,
 Div. 360, Alliance, Ohio.
 TIMOTHY J. MAHONEY,
 Div. 589, Boston, Mass.
 EDWIN BROPHY,
 Div. 627, Cincinnati, Ohio.
 E. P. DODD,
 Div. 732, Atlanta, Ga.
 W. C. ELFORD,
 Div. 757, Portland, Ore.
 E. C. FULLER, Secretary,
 Div. 587, Seattle, Wash.

Upon motion by Delegates Callahan and Kay, carried, the report of the Committee on Credentials was adopted as read and the delegates seated.

Sergeants at Arms

The Chair announced the appointment of William J. Sturtz, Division No. 241, Chicago, and Hugh Thorn, Division No. 52, East Liverpool, Ohio, sergeants-at-arms.

Committee Appointments

The Chair appointed the following committees:

Committee on President's Report

Peter J. Rooney, Division 22, Worcester, Mass.
 Elizabeth M. Corrigan, Division 308, Chicago, Ill.
 John L. Nelson, Division 85, Pittsburgh, Pa.
 Fred Schultz, Division 268, Cleveland, Ohio.
 Edw. J. Leahy, Division 726, Staten Island, N. Y.
 Joseph J. Kehoe, Division 241, Chicago, Ill.
 Walter F. Norton, Division 282, Rochester, N. Y.
 Frank O'Meara, Division 425, Hartford, Conn.
 Joseph Boudreaux, Division 194, New Orleans, La.
 John H. Murphy, Division 238, Lynn, Mass.
 James Permenter, Division 558, Shreveport, La.
 Committee on General Executive Board's Report
 James Lurgay, Division 582, Utica, N. Y.
 Charles H. Clark, Division 589, Boston, Mass.
 James H. Coleman, Division 618, Providence, R. I.

E. E. Brown, Division 268, Cleveland, Ohio.
 R. P. Bernhardt, Division 725, Birmingham, Ala.
 August E. Keitel, Division 628, Covington, Ky.
 D. L. Shireman, Division 19, Colorado Springs, Col.
 R. E. Anderson, Division 192, Oakland, Calif.
 George E. Brereton, Division 228, Joliet, Ill.
 M. J. Lyden, Division 272, Youngstown, Ohio.
 C. H. Scarbrough, Division 577, Augusta, Ga.

Committee on Appeals

John M. Parker, Division 623, Buffalo, N. Y.
 Garrett Burns, Division 26, Detroit, Mich.
 Myles P. Callahan, Division 241, Chicago, Ill.
 E. A. Raleigh, Division 448, Springfield, Mass.
 Thomas F. Shine, Division 589, Boston, Mass.
 Owen Lynch, Division 580, Syracuse, N. Y.
 George Dean, Division 276, Stockton, Calif.
 John H. Cookman, Division 689, Washington, D.C.
 C. N. F. Reddick, Division 713, Memphis, Tenn.
 Patrick J. Winston, Division 717, Manchester, N.H.
 C. J. Hopwood, Division 758, Tacoma, Wash.

Committee on Laws

Wm. Quinlan, Division 241, Chicago, Ill.
 Wm. D. Robbins, Division 113, Toronto, Ont.
 Matthew J. McLaughlin, Division 589, Boston, Mass.

C. U. Taylor, Division 757, Portland, Ore.
 John J. Bruce, Division 308, Chicago, Ill.
 Herbert Gee, Division 26, Detroit, Mich.
 Joseph M. Keenan, Division 194, New Orleans, La.
 George W. Cross, Division 125, E. St. Louis, Ill.
 Julius Luchsinger, Division 627, Cincinnati, O.
 M. J. Murray, Division 587, Seattle, Wash.
 Arthur P. Kjellquist, Division 900, Highwood, Ill.

Committee on Audit

P. J. McGrath, Division 85, Pittsburgh, Pa.
 Wm. Taber, Division 241, Chicago, Ill.
 Clarence Nugent, Division 26, Detroit, Mich.
 Burt Merson, Division 113, Toronto, Ont.
 Wm. S. McClenathan, Division 308, Chicago, Ill.
 Ernest O. M. Fehrstrom, Division 589, Boston, Mass.

Alfred Coates, Division 618, Providence, R. I.
 D. J. Curry, Division 518, San Francisco, Calif.
 Lee H. Camp, Division 697, Toledo, Ohio.
 L. A. Graesser, Division 788, St. Louis, Mo.
 Joseph Boubonniere, Division 790, Montreal, Can.

Committee on Resolutions

Abe L. Spradling, Division 627, Cincinnati, Ohio.
 G. H. Nelson, Division 694, San Antonio, Texas.
 R. B. Armstrong, Division 788, St. Louis, Mo.
 Hardy Owens Teat, Division 732, Atlanta, Ga.
 Wm. Collins, Division 490, Yonkers, N. Y.
 Chas. Brasher, Division 256, Sacramento, Calif.
 Joseph Perrien, Division 790, Montreal, Can.
 Orville E. White, Division 416, Peoria, Ill.
 Nevell B. Evans, Division 318, Butte, Mont.
 W. G. Wedell, Division 362, Albion, Mich.
 Avery G. Dulaney, Division 874, Tulsa, Okla.

Committee on Ritual

Jeremiah Dinneen, Division 241, Chicago, Ill.
 Gus Heintz, Division 194, New Orleans, La.
 Patrick Long, Division 737, Syracuse, N. Y.
 Harry Alvers, Division 268, Cleveland, Ohio.
 Paul Reynolds, Division 281, New Haven, Conn.
 George Giellies, Division 308, Chicago, Ill.
 J. W. Dennis, Division 441, Des Moines, Iowa.
 S. B. Ward, Division 517, Gary, Ind.
 John Gordon, Division 618, Providence, R. I.
 Wm. Abbott, Division 691, Springfield, Mo.
 Claude Fisher, Division 836, Grand Rapids, Mich.

Committee on Communications, Condolence and Thanks

L. D. Bland, Division 241, Chicago, Ill.
 D. C. O'Neill, Division 98, Akron, Ohio.
 James H. Revere, Division 215, Wheaton, Ill.
 J. P. Coughlin, Division 448, Springfield, Mass.
 Marcus W. Poole, Division 689, Washington, D. C.
 R. W. Roland, Division 740, Little Rock, Ark.
 S. R. Booth, Division 765, Montgomery, Ala.
 Roy Shaeffer, Division 847, St. Joseph, Mo.
 Lamar Jones, Division 898, Macon, Ga.
 Fred J. Allen, Division 947, Morristown, N. J.
 Thomas Gram, Division 934, Harrisburg, Ill.

The Chair announced that the roll call card system would be in effect at the opening of the afternoon session, and that all delegates would be expected to be punctual in arriving.

At 12 o'clock, upon motion by Delegate Schultz, seconded by Delegate Riffle, carried the Convention adjourned to 2 o'clock p. m. of this day.

SECOND DAY

AFTERNOON SESSION

The Convention was called to order at 2 o'clock, President Mahon in the chair.

Secretary Reeves read the following telegrams:

Los Angeles, Calif., September 10, 1923.
Amalgamated Association of Street Car Men,
Oakland, Calif.

The Bakery and Confectionery Workers' International Union of America, in convention assembled at the Los Angeles Labor Temple, conveys to your assembled delegates fraternal greetings and sincere wishes for the future success of your organization. Never lose sight of the tremendous war of destruction waged against us by the unfair Ward Baking Company.

CHAS. P. HOHMANN,
International Secretary.

Decatur, Ill., September 10, 1923.

W. D. Mahon, President,
Hotel Oakland, Oakland, Calif.

The Forty-first Annual Convention of the Illinois State Federation of Labor, which convened here today with nearly seven hundred delegates present, by unanimous vote extends to the Amalgamated Association of Street and Electric Railway Employees fraternal greetings and hearty good wishes for the trade unionists of Illinois.

VICTOR A. OLANDER,
Secretary.

The telegrams were received, and the Secretary instructed to make suitable reply.

Telegrams from the Mayor of the city of Seattle, Washington, and from civic and other organizations there, urging the holding of the 1925 Convention in that city, were received and referred to the Committee on Communications.

Secretary Reeves read to the Convention a communication from the Assistant Secretary to the Mayor of San Francisco, conveying the greetings and good wishes of the Mayor to the delegates. The communication also referred to the use of badges while riding on the street cars in San Francisco, and Delegate Curry from that city explained that arrangements had been made for the delegates to ride free over the lines of the Municipal Railway in San Francisco, simply by displaying their badges.

The official Convention badges were distributed to the delegates at this time.

Some dissatisfaction was expressed with the hall in which the sessions were being held, many of the delegates complaining that it was impossible to hear the speakers on the stage and in various parts of the hall, due to its immense size.

Upon motion by Delegates Callahan, Division 241, and Stein, Division 757, carried, it was decided to hold the remaining sessions of the Convention, beginning on Wednesday morning, in the ballroom of the Hotel Oakland.

Report of Committee on Rules

Delegate J. B. Mouat, Secretary of the Committee, reported as follows:

To the Officers and Delegates of the Eighteenth Convention of Amalgamated Association of Street and Electric Railway Employees of America:

We, your Committee on Rules and Order, submit the following rules to govern the course of the Convention:

Rule 1. The Convention shall be called to order each day at 9 a. m. and shall remain in session until 12 o'clock noon, when an adjournment shall be taken, to reassem-

ble at 1:30 p. m. and remain in session until 5 o'clock p. m.

Rule 2. When any member is about to engage in debate or present a motion or resolution, such delegate shall arise from his seat and respectfully address the Chair, giving his name and number of his Division, and confine himself to the subject introduced or under debate, and avoid personalities. Any member seconding a motion shall arise from his seat, giving his name and number of his Division which he represents before offering the second to the motion.

Rule 3. Any delegate to this Convention shall be entitled to the privilege of speaking upon all questions, speeches limited to five minutes and each delegate to speak but twice upon a subject without unanimous consent.

Rule 4. No resolution shall be received after Friday's adjournment at noon unless by unanimous consent of the delegates of this Convention.

All resolutions must be presented to this Convention before being referred to the Committee on Resolutions and must be presented in duplicate.

Rule 5. Every delegate shall vote upon all questions, unless excused by the Chair.

Rule 6. When the Convention is about to adjourn, the members shall keep their seats until the Chair announces the adjournment.

Rule 7. When the Chair is putting a question, or when a vote is being taken, no delegate shall leave the hall.

Rule 8. When a delegate has the floor, no other delegate shall leave his seat or engage in conversation.

Rule 9. Any member of the A. A. of S. & E. R. E. of A. other than accredited delegates to this Convention, desiring to enter the hall, shall present a paid-up working card, and shall be recognized and vouched for by the delegate from the Division to which such member shall belong.

Rule 10. All delegates will answer roll call by depositing register card, upon which shall be written his name, with the Sergeant-at-Arms. No card shall be given in proxy. All cards received by the Sergeant-at-Arms shall be given to the Secretary of the Convention at 9:30 a. m. and 2:00 p. m. to be recorded as members present.

Rule 11. When the Constitution or Rules of the Convention do not govern, Roberts' Rules of Order shall determine any point in question.

Fraternally submitted,

A. CONN

E. F. HEPNER

A. M. BUGBEE

L. J. O'CONNOR

CLARENCE J. SIMMONS

NAT OSMAN

WILLIAM J. SUTTER

J. M. WOODWARD

HOWARD H. GALLAHER

JAMES MCARDLE, Chairman

J. B. MOUAT, Secretary.

Delegate McGuire, Division 241, moved an amendment to Rule 4 that no resolution

be received after the noon adjournment on Thursday except by unanimous consent of the delegates. The amendment was seconded by Delegate Lyden and carried.

Delegate Commons, Division 194, moved to amend Rule 3 by extending the time limit for speeches from five to ten minutes. Delegates Bruce and McGuire opposed the amendment. Delegate Commons supported it.

The amendment offered by Delegate Commons was defeated, and the report of the Committee on Rules, as amended, was adopted upon motion by Delegate Lyden, Division 272.

Vice-President Fitzgerald in the chair.

Report of International President

International President W. D. Mahon delivered to the Convention his report for the two years succee in, the 17th convention as follows Comrades and Delegates:

In declaring this, the Eighteenth Convention of the Amalgamated Association of Street and Electric Railway Employees of America open for the transaction of its regular business, it is with great pleasure that I welcome you here to this beautiful City of Oakland on the farthest western border of our continent. Surely this Organization is to be congratulated upon this meeting, when we look over this Convention and see Street and Electric Railway men assembled from the Cities of the far East of both the United States and Canada and realize that they have traveled many days, thousands of miles across the entire continent of North America in order to hold a Convention here upon the Pacific Coast to encourage and promote the principles of their Organization, carrying as it were the fraternal greetings and best wishes of their eastern membership to their brothers on the Pacific Coast. Had anyone predicted twenty-five years ago that the Street Railway men of America would cross the continent in special trains to hold a Convention of this kind upon this Coast, he would have been considered a dreamer. This Convention demonstrates the power of organization, it shows what can be done by earnest men and women in any industry that will unite and co-operate; and while this trip has been a costly one, I feel that the results of it to our organization and to the membership throughout the entire country in the end will be beneficial. In welcoming you here I know that I express the sentiment and best wishes of all our membership upon the Pacific Coast, and I feel in turn I can say to the membership of the Pacific Coast that I feel assured those of us who have come from the far east will return to our homes carrying many fond recollections of our visit to California.

We have met here at, this time in compliance with the laws and policies of our Association to hold our Eighteenth Convention. The purpose of these biennial conventions is not alone for the purpose of reviewing the work of the past two years, but we need also to use the past as a guide to direct and map out our plans for the future. Each year in the world brings its changes to the human family. Many changes in our occupation have taken place

in the last two years; many important questions are now before us for consideration and our future welfare depends upon giving thorough consideration to these questions and of deciding a policy to deal with them that will bring improved conditions for the future. It therefore behooves every delegate in attendance at this Convention to give careful and thorough consideration to each subject that comes before this Convention to deliberate, and go to the bottom of each question and then to determine in such manner as will redound to our credit and best interest of our membership in the future.

Report

The laws of our Association provide that the President shall make a report of the work of his office to the Convention. They also require that he shall make a detailed report of the workings of the Association each six months to the General Executive Board and that the Board in turn shall make a full report to the Convention on all matters that have passed in review before them during the entire term of two years. Inasmuch as these semi-annual reports have been made in detail each six months to the General Executive Board, and that they in turn will be reported by the Board to this Convention, I will therefore make my report to this Convention as brief as possible and only deal with such subjects as I feel should be reported and brought to your attention, with such changes in the laws as I feel necessary to the successful carrying on of the work of the Association in the future. My report, as well as all reports submitted to this Convention, will cover the official term of two years dating from August 1, 1921, to July 31, 1923.

Organization

During the past term we have continued the work of organization in line with the policies of our Association, but the industrial conditions of the country have been such that very little progress has been made in the way of extending the Organization. There has been during this term Four (4) charters granted to newly formed Divisions. The total number of membership enrolled in the Organization during the past term was twenty-seven thousand, one hundred and sixty-nine (27,169). During the term there has been consolidated the following Divisions: Division No. 249, Reading, Mass., with Division No. 240, Chelsea, Mass.; Division No. 551, Lowell, Mass., with Division No. 280, Lowell Mass.; Division No. 950, Highwood, Ill., with Division No. 900, Highwood, Ill.

Assistance to Local Divisions

During the past term we have given assistance to our Local Divisions as the laws of the Association require and to carry out this work it has not only required the regular officers of the Association during the springtime when agreements expired, but we have had to have the assistance of representatives of the different Divisions who have kindly volunteered and aided in this work, and the records of the office

show the following visits and work that has been done by the various officers and those that have volunteered and have been deputized to assist in the work.

R. L. Reeves has made 20 official visits and assisted 20 Local Divisions.

Edward McMorrow has made 67 official visits and assisted 36 Local Divisions.

Magnus Sinclair has made 150 official visits and assisted 72 Local Divisions.

P. J. Shea has made 224 official visits and assisted 83 Local Divisions.

Joseph C. Colgan has made 65 official visits and assisted 22 Local Divisions.

J. H. Reardon has made 325 official visits and assisted 105 Local Divisions.

A. H. Burt has made 67 official visits and assisted 33 Local Divisions.

William F. Welch has made 107 official visits and assisted 30 Local Divisions.

J. B. Lawson has made 108 official visits and assisted 44 Local Divisions.

William B. Fitzgerald has made 171 official visits and assisted 103 Local Divisions.

P. J. O'Brien has made 283 official visits and assisted 110 Local Divisions.

William McClenathan has made no official visits but assisted 1 Local Division.

William Jennings has made 26 official visits and assisted 17 Local Divisions.

Fred Hoover has made 42 official visits and assisted 12 Local Divisions.

George Dean has made 8 official visits and assisted 4 Local Divisions.

P. J. McGrath has made 2 official visits and assisted 2 Local Divisions.

Frank O'Shea has made 138 official visits and assisted 43 Local Divisions.

Thomas Shine has made no official visits but assisted 1 Local Division.

Albert Jones has made 54 official visits and assisted 18 Local Divisions.

James Largay has made 163 official visits and assisted 68 Local Divisions.

J. B. Wiley has made 8 official visits and assisted 5 Local Divisions.

M. J. Murray has made 29 official visits and assisted 9 Local Divisions.

C. U. Taylor has made 1 official visit and assisted 1 Local Division.

Special Organizers who assisted in the work of the Association during the two year period from August 1, 1921, to July 31, 1923:

Peter J. Rooney has made 14 official visits and assisted 5 Local Divisions.

John M. Parker has made 29 official visits and assisted 13 Local Divisions.

Joseph Gibbons has made 1 official visit and assisted 1 Local Division.

R. P. Bernhardt has made 9 official visits and assisted 3 Local Divisions.

J. H. Cookman has made 1 official visit and assisted 1 Local Division.

Clarence Conroy has made 8 official visits and assisted 2 Local Divisions.

William Quinlan has made 1 official visit and assisted 1 Local Division.

Lawrence F. Hart has made 19 official visits and assisted 12 Local Divisions.

E. M. Kouns has made 1 official visit and assisted 1 Local Division.

Everett Parker has made 1 official visit and assisted 1 Local Division.

E. J. Leahy has made 1 official visit and assisted 1 Local Division.

Maurice Lynch has made 5 official visits and assisted 4 Local Divisions.

James McIlwraith has made 1 official visit and assisted 1 Local Division.

William Robbins has made 1 official visit and assisted 1 Local Division.

D. J. Curry has made 1 official visit and assisted 1 Local Division.

In addition to the Organizers and Local men that have assisted in our work during the past term, we have had the assistance of the American Federation of Labor through both its General and Local Organizers and I would recommend this Convention give a vote of thanks to the American Federation of Labor for the generous assistance they have rendered the Association during the term.

In connection with the work of assisting Local Divisions, I would report to you that there has been considerable improvement. Many of our Divisions now realize that it is the Divisions' duty to take care of their own affairs as far as possible and this work on the part of the Locals has been done better in the past year than ever before in the history of the Organization, and I think that a great deal of it was due to the position taken by the last Convention in pointing out to the Local Divisions that it was the duty of the Officers and Committeemen of a Local Division to go as far as possible in conducting the affairs of the Division and adjusting their differences with the employing Companies and only to call upon the International Organization when it got beyond the power of the Local Organization to deal with the situation, and I would advise that the Convention again point out the necessity of the Local Organizations through their officers and committees—promoting and carrying out the policies of the Association as they have done during the past year.

Wages

In reporting to you upon the subject of wages for the past term, I would point out that during this two years we had a decreasing and then an increasing period. After the close of the War there was a cry went up from all over the country to get back to what was called normalcy. It was predicted the high cost of living and rents would go down and that labor must follow. There was also some depression throughout the country. For a while industries that had been producing war products were compelled of course, to close and change their production to products that were needed and were necessary, so a depression followed which brought a decline in wages and that was reflected through our Organization as through all other industries in the country. So the reports show as I have stated, a reduction period and then followed by an increase period.

From August 1, 1921, to January 31, 1922, covering the first six months, we had five increases in wages, ninety-five reduc-

tions, and thirty-five remaining at the old wage.

From February 1, 1922, to July 31, 1922, we had ninety-four reductions in wages, and seventy Divisions renewing at their old wage rates, and six Local Divisions retaining their wages for former employes but having a reduction for new employes.

In the five months from August 1, 1922, to December 31, 1922, we had thirty-nine reductions, eleven increases, and ninety-four Divisions renewed at their old wage.

It was then clearly shown the cost of living was not coming down as had been predicted. Industry was picking up—the cost of living was increasing, and if anything, rents were going up, and we found if we were to maintain our standard of American living that wages would have to be increased and as a result our Local Divisions in opening up their contracts insisted upon wage increases to meet the conditions of living and the result of the last seven months from January 1, 1923, to July 31, 1923, has been that we had one hundred increases in wages; but four reductions, and forty-eight Divisions renewing at their old established wage.

There are as yet, a number of Divisions whose wages and conditions are pending, and these will either be adjusted by conference or arbitration and will, without doubt, carry with them the same increases as have been made by our other Local Divisions.

In our dealings with the respective Companies, our wage disputes have either been settled in conference or by arbitration and I am proud to say there is in general, a good feeling everywhere between our Organization and the employing Companies; and where we have disagreed upon the rate of wages, it has in the great majority of cases without question, been submitted to arbitration and both sides agreeing and abiding by the decision of the Arbitration Board.

Hours of Labor

During the past two years we have been able to maintain the shorter hours of labor that had been established and in some places have improved upon the conditions so far as the hours of labor are concerned and my recommendation to this Convention is, that the policy of securing wherever possible, the eight (8) hour day for our people be continued and every effort made to reduce the hours of labor where they go over the eight hours, down to the eight hour day. It has not only been demonstrated to our people that the eight (8) hour day is beneficial but it has been, I believe, clearly demonstrated to many of the employing Companies that the eight (8) hour day makes for a more efficient and satisfactory line of employes than did the longer hours.

In a recent arbitration where I was engaged the testimony showed that the men in shop and repair work were doing the same work in eight (8) hours that they had done before in the ten hour day, and wherever an honest review of the benefit of the

shorter hours is made, it shows a great improvement to the health and conditions of the employes and a higher standard of efficiency which results beneficially to the employing Companies.

One Day's Rest in Seven

As has been pointed out to you in the past the nature of our occupation is one that requires seven days a week or putting in Three Hundred and Sixty-five days in a year. That is a condition that no man should be required to have to carry out continually.

In many places we have established the one day's rest in seven and advancements have been made along that line during the past year. Some places Legislation has been attempted. While we have not been successful in securing any great amount of Legislation the agitation for the one day's rest in seven has been beneficial. It has attracted the attention of all thoughtful people to our occupation and to the necessity of men in this line of work having at least one day's rest in a week that they can have to devote to their own welfare and interest, and I would advise that we continue our struggle for the one day's rest in seven. Let it be made a question of contract whenever new contracts are to be made and where laws can be secured let that be done either through State or Municipal Legislative Bodies. I feel, however, that a great deal more could be done through contracts than in any other way if we would at the time of taking up our contracts insert a section providing for the one day's rest in seven and I would recommend as stated above, that we continue our efforts to secure for the men and women engaged in this line of employment at least one day's rest out of every seven.

Agreements

The policy of our Association to secure written contracts covering wages and working conditions with the employing Companies has been followed during the past term as in the future with good and satisfactory results. The reports at the end of this term show that during the last six months we secured, One Hundred and thirty three (133) contracts through conference and arbitration. It shows that at the end of this term, Two Hundred and Ninety-six (296) contracts are signed up with the employing Companies affecting Two Hundred and Seventy-one (271) Local Divisions. There are yet some contracts pending and some of our Divisions that are dealing verbally with the Companies, but I feel of those contracts yet pending satisfactory agreements in the majority of the cases will be worked out in a very short time.

Upon the question of contracts I would advise that wherever possible, contracts be made for a longer period—say of two years. Our Organization has reached a point now where it is a staple and well established Institution. Our wages have been brought up in the majority of cases to a fair basis and by establishing agreements and working conditions for two years there is nothing to be lost on the part of the Organization, and

in many cases better contracts can be made for a two year period than in a one year period, and all Divisions that are in anything like fair condition I would advise they make their contracts for two years instead of one year; and the policy of securing written contracts establishing and clearly defining the wages and working conditions for a given period be continued in the future as it has in the past.

Arbitrations

During the past two years there has been submitted to arbitration by our various Local Divisions, Ninety-four (94) cases that have been reported to the General Office. No doubt there have been minor cases arbitrated by Local Divisions which have not been reported to the General Office. A detailed report of the results of these arbitrations have been made to the General Executive Board in each Six Months report and I will, therefore, not burden the Convention any further with a detailed report upon them at this time leaving that to the report of the General Executive Board.

Mediations

Under the laws of Canada, our Divisions are compelled to submit their wage question to a Board of Mediation appointed by the Government instead of arbitration boards established by contract. Before these Mediation Boards, each side have the right to select one member of the Board and then they can recommend a man if they can mutually agree for the third to the Government and the Government will appoint such a man. In case of a disagreement, the Government will appoint the third man. This Board hears all the evidence and makes up the award. It usually acts as a Mediator and tries to bring each side together on a mutually satisfactory basis. Failing in this, the Mediation Board makes up its award and announces the same. After this award is made, both sides are free to accept or not to accept. During the past term, we have had Eight (8) cases in Canada submitted to Mediation, and all of these cases have been accepted with the exception of one (1) at Ottawa, Ontario, where the Board awarded the eight hour day and a six cent an hour increase. This the Company refused to comply with and as a result, the Organization was compelled to accept the old contract for another year with the work day schedule greatly improved all runs being nine hours and under with nine hours' pay.

As to the policy of arbitration and mediation, I would recommend that we continue that policy in the future as we have in the past and in making this recommendation, I would point out to you this fact, that we are engaged in an occupation where a suspension of work affects the entire community and owing to that condition, a suspension of work should never take place so long as there is any other means of adjusting it, and if you will make an investigation you will find that in the majority of suspensions in the end your Divisions have been forced to accept arbitration as a means of settlement on account of the pressure

that the Public has brought to bring about a resumption of work to meet the public conditions and, therefore, if it is possible to arbitrate without a suspension, it should always be taken instead of suspension—causing a loss of time in the way of wages and discommoding the public and in the end having to accept arbitration anyhow.

Strikes and Lockouts

There has been made a detailed report of each strike and lockout that has taken place during this term to the General Executive Board and they in turn will report all these facts to your Convention.

During this term, there has been thirty-two (32) strikes and lockouts affecting the various Divisions of our Association, and under our amended laws, the strike benefits have been eliminated and donations have been made direct to the Local Divisions affected, allowing the Divisions to use the funds in such a manner as will best care for and promote the conditions of the men on strike or locked out. The results have been that we have expended in connection with the strikes during the past term from the funds of the International Association, \$591,430.16.

I would recommend on the question of strikes, as I have under arbitrations, that every effort be made to adjust disputes without having to resort to strikes and only go on strike when arbitration has been rejected and there is no other means of escaping the same.

Appeals of Members Against the Decisions Of Their Local Divisions

During the past term, I have received and acted upon Forty-five (45) appeals that were made to me. In Twenty-seven (27) of these appeals I have sustained the Local Divisions; in Eleven (11) I have reversed the Divisions and upheld the appellants. Three (3) of these appeals were dismissed; One (1) was withdrawn; and three (3) appeals were referred back to the Local Divisions for disposal.

In addition there has been submitted Six (6) appeals direct to the General Executive Board.

I would again call the attention of our Local Divisions and membership to this subject. In many of the appeals that come to the General Office, if there was a little judgment and diplomacy used on the part of the Officers and membership of the Local Divisions, many of these appeals could be adjusted locally without ever being sent to the General Office, and if it was done locally it would promote more harmony and be to the best interest of the Divisions, and I would, therefore, recommend that in all cases where there is a threatened appeal that the Officers and Executive Committee of the Local Divisions use their best efforts in trying to harmonize and adjust matters in dispute before allowing it to become an appeal.

Appeals to the Convention

I am hereby submitting two (2) appeals to this Convention as follows:

One, from Division 109, Victoria, B. C. This is an appeal on the question of

seniority, the Division having asked that the laws of the Association on the question of seniority be changed so that men can select runs and work week about or month about as the case might be—one set of men taking the early runs for a definite period and then the other set of men taking them for a given period. There has been a number of appeals from several of the Canadian Locals in the Western part of Canada appealing upon this subject. I have pointed out to them that the laws of this Association provide for seniority; that each man is entitled to select his run according to his continuous age in the service of the employing Company and that so long as any member appealed under that law, the right of seniority would have to be established and men would take their choice of runs according to their age in the service of the Company. This Division wants that law changed so that men can change from early to late runs week or month about as the case might be.

The second appeal is an appeal from San Francisco, Calif., Division No. 518, in connection with a disability claim and the evidence in that case will be submitted to the committee for their consideration and action—ruling having been made by the General Executive Board and the Division now appealing to the Convention against their action as the laws provide.

The full text of these appeals and information will be submitted to the Committee and later on to your Convention for your consideration and action.

Appeal On the Question of Seniority

By Division 109, Victoria, B. C.

On January 10, of this year, I received a communication from Division No. 109, Victoria, B. C., which reads as follows:

Victoria, B. C., January 10, 1923
"W. D. Mahon, Esq.

Inter. Pres.

A. A. of S. & E. R. E. of A.

Dear Sir and Brother:

We, the members of the above division, would be pleased to receive from each division of the Association, an expression of their opinion as to whether or not they are in favor of the following question which reads thus:

Are you in favor of adopting the alternating or swing System, which means that the senior or day men, change with the men on night duty every two weeks or four weeks, that to be left to the discretion of each division, and if this is agreeable and in order, would the question be sent by the head office to the divisions on behalf of Division 109, or would it be left for us to carry out? In that case we would require a list of all the Divisions.

Thanking you for an early reply, I am

Fraternally yours,

(Signed) JAMES PETTICREW,

Rec. Sec. Div. 109."

The secretary of the Division in submitting this letter to me advised that they did not have a full vote of their membership upon the sending of this communication—that the result of voting was fourteen

"for" and fourteen "against"—the president casting the deciding vote to submit the communication to the International President.

I immediately wrote the Division and told them that the Convention was the proper place for a subject of this kind to go and that I was perfectly willing to submit the matter to the Convention if they desired that it be done, and then if the Convention wanted to take a referendum vote of the membership upon it, it would be a matter for the delegates to decide.

You will realize that this is a proposition to change the rules and laws of our Association on the question of seniority as provided for in Section 143 of our General Constitution. Under our law each and every member of the Organization is guaranteed his right of seniority in the service that he may be working, according to his continuous age in the service in the class that he may be employed—either as a motorman or a conductor.

For sometime there has been a dispute over the question of seniority in Division 109, Victoria, and in Division 101, Vancouver, and in several other of our Divisions in the Northwest part of Canada. The demand has been made upon the younger men in the service insisting that the right to day run be distributed and that they be changed about either weekly or monthly so as to give all of the employees the opportunity of working daylight runs. Under the laws I have pointed out to this membership that such a rule could not be adopted in any Division if any member of that Division objected to it, for the Constitution of this Organization specifically provides:

"that each and every individual member shall be entitled to his seniority rights under the laws of the Association."

I now bring this subject to you as delegates to this Convention and ask that you give it thorough and careful consideration and decide again what the policy of the Organization shall be. I shall refer this matter to the Committee on Constitution and Laws and would request that every delegate who may be interested in changing this law to appear before that Committee and express their opinion to them, so that the Committee can gain the feeling and desire of their membership throughout the entire jurisdiction of the Organization and that it be fully considered and discussed when the subject comes before the Convention so that the combined expression of this Convention can be given upon this important subject to the membership of the Association.

Legislative Work

During the past term the work of securing legislation in behalf of our people has been taken up and carried forward in a number of States. Good work has been done in Colorado, Massachusetts, New York, Ohio and Pennsylvania, and some of the other States in which no detailed report has been made to us upon. As to Legislative Work, I would recommend the Local Divi-

sions in the various States keep up their work on Legislation and I would recommend that they more thoroughly organize their forces. As I have pointed out before in several of the States we have splendid Legislative Committees. Ohio, Massachusetts and New York, have maintained their Legislative Committees in the past two years following the policy that they adopted a number of years ago, and Locals in other States could very easily adopt the plan and policy followed by these States that would establish and organize a good strong Legislative Committee. It is not only a question of securing Legislation that these Committees should be formed, but it is a matter of having Legislative Committees watching the Legislature and seeing that legislation detrimental to labor and especially to our line of employment is not introduced and slipped through without anyone knowing of it. Our Legislative Committees in the various States being on the alert have many times prevented Legislation that would have been more or less detrimental to our employment and it is our desire that these Legislative Committees be formed in every State to co-operate with other Organizations that have Legislative Committees and promote and protect this occupation.

I would, therefore, recommend that Committees be formed in the various States to promote and protect our interests before the Legislature of the respective States.

Laws

I take this means of submitting recommendations on such points in our laws that we have found necessary. In general, our laws are in good shape and are working satisfactorily with very few exceptions.

Representation at Conventions

Some of the large Divisions have complained regarding the representation at Conventions pointing out the enormous cost that falls upon their membership. On the other hand, some of the smaller Divisions have complained that the representation to the smaller Divisions ought to be higher. I have given considerable thought to that matter and recommend for the consideration of this Convention, the changing of Section 8 of the Constitution on representation to read as follows:

Section 8. The basis of representation to the Convention shall be one delegate for each L. D. having two hundred (200) members or less, and one delegate for each additional three hundred (300) members or major fraction thereof up until the Division has a membership of ten hundred fifty (1050) members. Divisions having more than ten hundred fifty (1050) members shall be entitled to an additional delegate for each four hundred (400) members or major fraction thereof that are in good standing in the L. D. for the month of June preceding the Convention. In case special Conventions are called, basis for representation shall be the membership in good standing for the month in which the call for the Convention is issued.

Election of Delegates

In some Divisions there is a complaint of

the enormous cost in the holding of special elections for the election of delegates to the Convention and a feeling that the laws should provide that the officers and committeemen, who are doing the active work of the local organization, are the proper ones to duly represent the Organization at its Conventions.

Now, after carefully considering this matter, I would recommend that Section 9 be amended to read as follows:

Section 9. The election of delegates must be held at least four weeks prior to the Convention. A member to be eligible as a delegate must have been a member in continuous good standing of his L. D. the two years next preceding the day of election except when the L. D. has not been in existence for that length of time, in which case the L. D. will elect its delegates from amongst its members.

Local Divisions may provide in their local bylaws that the officers and executive board members of the Division may be delegates to the Conventions of the Association by virtue of their office, and in Divisions that provide for this in their bylaws where there are more executive board members than there are delegates to the Convention, the executive board of the L. D. shall select the board members that shall represent the Division as delegates to the Convention.

Record of Membership

There has from time to time, come up disputes over the proper age and the time that members were admitted to membership. The rule of the Association is that as soon as a member is sent in for enrollment, his certificate of membership is made out and sent back to him through the secretary of the L. D. If his certificate is not right in its date and age, the member has a right to at once protest and send it back to the Office and have corrections made and it is our law that we stand upon the records of the Office which are put upon the membership certificates in case of a claim for benefits being made against the Association, and in order to make this clear to the membership, I would recommend that Section 90 be amended to read as follows:

Section 90. A member to be in good standing in order to receive his Funeral, Total Disability or Old Age Benefit, or the other benefits of this Association, must be properly initiated into the Local Division in which he holds membership and be enrolled in the General Office of the Association and granted a certificate of membership setting forth his age and the date of his initiation into the Association. The date and age as recorded in the General Office and set forth upon his certificate of membership is the date and age by which his benefits will be paid. The member upon receipt of his certificate of membership shall examine the date and age and if they are not correct, return to the Financial Secretary of his Division, his certificate for correction. If he does not do this, the records of the General Office, as specified on that certificate, are the ones by which any claims that this member may have against

the Association will be paid. He must also have all dues, fines and assessments levied in compliance with the laws of the Association paid on or before the fifteenth (15th) day of each month, and the L. D. of which he is a member must be in good standing with the International Association, having all per capita tax and assessments paid, as required by the laws of the Association.

Providing for Funds for Death, Disability And Old Age Benefits

I again desire to point out to you that there is no Organization paying benefits to its membership that do so at a less cost than this Association. This Association carries forth the work of its beneficial department through the Local Divisions and the General Association with no cost except the printing of the blanks and other material and the clerk hire of taking care of the benefit department. It is purely a co-operative plan, the members only paying the actual cost for the benefit itself. You must realize that our Organization has now been in existence for some thirty years and that the great bulk of its membership drawing benefits draw them for the full amount of eight hundred dollars (\$800.00). Many of our members now have been in the Organization over twenty (20) years and are rapidly becoming entitled to old age benefits, as this report will show. Now, in order to meet the cost of these benefits, we have provided that assessments could be levied, but there has been no specification as to how low we should allow our funds to go before levying assessments of this kind, and I would, therefore, recommend that Section 96 be changed to read as follows:

Section 96. Should the funds providing for the payment of Death, Disability and Old Age Benefit claims be reduced to ten thousand dollars (\$10,000.00) or less, the G. E. B. is hereby authorized to levy a special assessment of fifty cents (50¢) per member to be placed upon the monthly working cards of the membership of this Association for such month as the Board may determine, but the membership shall not be assessed to exceed three assessments amounting to the sum of one dollar fifty cents (\$1.50) in any one calendar year. Such assessments shall be applied solely to the Death, Disability and Old Age Benefit fund, except in the case of an epidemic or something unusual causing a large death list. In that case, the Board is allowed to issue a special assessment to meet the emergency.

Provisions for Burial and Tombstone

Under our laws, which were adopted a number of years ago, we made provisions for the burial of a member not to exceed two hundred dollars (\$200.00) and for the tombstone or monument not to exceed fifty dollars (\$50.00). Now, since the adoption of that law there have been changes and increases in the price both of the casket and monument and at the present time in some places, we cannot even secure a marker for fifty dollars (\$50.00), and I would recommend that Clause 6 of Section 99 be changed in that particular and to read in

case of a burial not to exceed "two hundred seventy-five dollars (\$275.00)" and in the case of tombstone not to exceed "one hundred dollars (\$100.00)."

Old Age Benefits

Our laws provide for the payment of old age benefits to men who have been continuously in street railway service and been members in good standing of our Organization for twenty (20) years, but the law provides that they must be in street railway service. We have continually pointed out that we cannot pay old age or accidental benefits to men in other lines of employment; that we are taking care of the men who follow this occupation down into old age, but there seems to be a feeling on the part of some that they can continue their dues in this Organization after they leave street railway employment and then secure old age benefits when they have reached the age of sixty-five (65). That is not the intention or the policy of this Organization, and to carry such a proposition would require that we put on a much heavier assessment than we now do. While, as I have stated, the law is clear, yet it is misunderstood and men are continually making claims upon that department for their old age benefits, some of them having been out of the service anywhere from three to ten years, and I would recommend that a special section preceding Section 106 be added to read as follows:

Section to precede Section 106—The old age benefits hereby established are for persons who have continued to follow the occupation of a street and electric railway employe until they have reached the age of sixty-five (65) and have had twenty (20) years' continuous membership in this Association. Persons who leave the street railway service before having reached twenty (20) years of continuous membership in this Association are not entitled and cannot make claim for old age benefits, these benefits being established expressly for those who reach old age in street railway service and not in any other line of employment. Persons leaving the street railway service before reaching their twenty (20) years of continuous membership are not entitled to old age benefits under the provisions of these laws. If they continue their membership after leaving street railway service they are only entitled to death benefits, as these laws provide.

Bonding Laws

In connection with the Bonding Laws of the Association, first, I find that there are Divisions that will make application at different periods for bonds; some of them letting the regular yearly time go past and then make application at odd times without any quarterly report being sent into the Office. Now, in order to fully protect the Association, we should have when the application for bond comes in the actual financial condition of that Division, and, therefore, I would recommend that Section 154 be changed to read as follows:

Section 154. The Recording Secretary of the L. D. shall before the commencement of

each term, write to the International Office and secure a sufficient number of blank applications for bonds for each of the financial officers of his L. D., and he shall call to the attention of the President and Executive Board and see that they properly fill out and forward these applications with the necessary funds to cover the cost of the same to the International Office, as bonds will not be issued until premiums are received. He shall also forward at this time, a full financial report showing the financial standing of the Division at the time of making application, and that when the bonds are returned to the L. D. they are properly and safely filed away in a secure place in order to properly protect the L. D. against any financial loss from neglect or defalcation of its officers.

Cancellation of Bonds

In case where officers default and bonds are cancelled there is a feeling that this bond can be renewed under the provisions of the law. I would recommend that there be added to Section 160 the following and that the section be amended to read as follows:

Section 160. In case of the defalcation or shortage of any officer bonded under the provisions of these laws, it is the duty of the L. D. to at once have an audit of the officer's accounts made and to notify the I. P., giving him full information as to the amount of the shortage, officer's name and conditions of the case, such shortage occurring during continuance of bond and has been discovered during said continuance or within three (3) months thereafter, or within three (3) months from the death, dismissal, or retirement of the bonded officer within the period of the bond. The officers of the L. D. will carry out the instructions of the I. P. as soon as received and at his request, or at the request of any International Officer sent to handle the case, they will swear out warrants for the arrest of the defaulting officer, or officers, and assist in the prosecution in every way possible, the Bonding Department to meet and pay all the legal expenses in connection with the prosecution and handling of the case. In any case where there has been an adjustment of a shortage or a defalcation of an officer's bond, the bond is thereby cancelled and cannot be transferred or renewed by any other officer of the L. D. In case other bonds are required, new ones must be applied for and made out.

Payment of Shortage

Section 162 provides for the payment of shortage and specifies the actual amount of defalcation, but during the past term we have had cases where men were bonded for the year but had shortages prior to that year and the Divisions have insisted that we should pay all the shortage. Of course, our laws do not intend that we should pay shortage for a period when men are not bonded, but in order to clear this matter and specify just what the Bonding Department should pay, I would recommend that Section 162 be changed to read as follows:

Section 162. In the case of a shortage of any officer where the L. D. has carried out the above rules and laws of the Association, the International Organization shall pay to the L. D. the actual amount of defalcation that has occurred during the period that the said officer was bonded in this Bonding Department up to but not to exceed the full amount of the bond for which the officer was bonded, but there shall be no claim made upon this Department for shortages that may have occurred prior to the time that bonds were issued to the officer under bond.

Issuance of Working Cards

There seems to be some misunderstanding as to our laws requiring Financial Secretaries of Local Divisions to make out all working cards that are issued to the members of the Division. There has been in the past year two or three cases where we find the Financial Secretaries were giving blank cards out to executive board members and allowing them to make them out. In one case the executive board member had been issuing cards to members whom the Financial Secretary knew nothing of. It is strictly against our laws, and I would recommend that there be a new section added that will fully cover that point in connection with out Bonding Department so as to fully protect the Bonding Department in cases of this kind. I would recommend that following Section 164 there be inserted a new section to read as follows:

New Section to follow Section 164. It is the duty of the Financial Secretary to keep the books of the L. D., to enroll all members, to see that the certificates of membership are applied for for new members and issued to them, to receive from the General Office the working cards and to make out the card of each member from the records of his books each month and to deliver them to the dues collector or collect upon them himself, but in no case will he issue blank cards to any collector or other officer to fill out and collect dues upon.

Funeral, Disability and Old Age Claims

During the past term we have paid nineteen hundred and ninety-six (1996) funeral, disability and old age claims. The amount paid in funeral benefits was nine hundred fifty-seven thousand, one hundred fifty-nine dollars and thirty-eight cents (\$957,159.38); the amount paid in disability benefits was thirty-seven thousand, seventy-five dollars (\$37,075.00); the amount paid in old age benefits was ninety-four thousand, four hundred dollars (\$94,400.00), making a total paid in funeral, disability and old age benefits of one million, eighty-eight thousand, six hundred thirty-four dollars and thirty-eight cents (\$1,088,634.38).

There has been published in the MOTORMAN AND CONDUCTOR each month and also each six months in the General Executive Board's report, the names of the members to whom benefits have been paid, and I will, therefore, omit giving these names again in this report.

The claims have been paid through Divisions as follows:

Claims

Div. No. 19, Colorado Springs, Colo. 4

Div. No. 22, Worcester, Mass. 12

Div. No. 26, Detroit, Mich. 45

Div. No. 52, East Liverpool, Ohio. 4

Div. No. 78, Galveston, Tex. 1

Div. No. 85, Pittsburgh, Pa. 56

Div. No. 89, New Castle, Pa. 2

Div. No. 90, Mt. Clemens, Mich. 2

Div. No. 98, Akron, Ohio. 7

Div. No. 99, Winnipeg, Man. 1

Div. No. 101, Vancouver, B. C. 10

Div. No. 103, Wheeling, West Va. 9

Div. No. 107, Hamilton, Ont. 8

Div. No. 109, Victoria, B. C. 4

Div. No. 111, Ypsilanti, Mich. 2

Div. No. 113, Toronto, Ont. 55

Div. No. 118, Pottsville, Pa. 4

Div. No. 125, Belleville, Ill. 10

Div. No. 128, Asheville, N. C. 1

Div. No. 132, Troy, N. Y. 12

Div. No. 134, New Westminster, B. C. ... 3

Div. No. 148, Albany, N. Y. 7

Div. No. 163, Meriden, Conn. 2

Div. No. 164, Wilkes-Barre, Pa. 2

Div. No. 165, Girardville, Pa. 1

Div. No. 168, Scranton, Pa. 7

Div. No. 169, Easton, Pa. 6

Div. No. 174, Fall River, Mass. 15

Div. No. 176, Sharon, Pa. 1

Div. No. 184, Williamsport, Pa. 2

Div. No. 192, Oakland, Calif. 15

Div. No. 194, New Orleans, La. 88

Div. No. 197, Meadville, Pa. 2

Div. No. 199, Ottumwa, Iowa. 1

Div. No. 201, Ithaca, N. Y. 1

Div. No. 215, Wheaton, Ill. 11

Div. No. 228, Joliet, Ill. 2

Div. No. 235, Brockton, Mass. 12

Div. No. 238, Lynn, Mass. 11

Div. No. 240, Chelsea, Mass. 17

Div. No. 241, Chicago, Ill. 289

Div. No. 243, Taunton, Mass. 1

Div. No. 245, Jackson, Mich. 2

Div. No. 246, Salem, Mass. 2

Div. No. 253, Quincy, Mass. 12

Div. No. 256, Sacramento, Calif. 5

Div. No. 261, Lawrence, Mass. 4

Div. No. 262, Norwich, Conn. 1

Div. No. 265, San Jose, Calif. 4

Div. No. 268, Cleveland, Ohio. 43

Div. No. 269, Danbury, Conn. 2

Div. No. 270, Gloucester, Mass. 3

Div. No. 272, Youngstown, Ohio. 4

Div. No. 276, Stockton, Calif. 2

Div. No. 279, Ottawa, Ont. 10

Div. No. 280, Lowell, Mass. 7

Div. No. 281, New Haven, Conn. 21

Div. No. 282, Rochester, N. Y. 27

Div. No. 284, Nashua, N. H. 2

Div. No. 304, Glens Falls, N. Y. 2

Div. No. 308, Chicago, Ill. 116

Div. No. 312, Davenport, Iowa. 2

Div. No. 313, Rock Island, Ill. 1

Div. No. 329, Dubuque, Iowa. 4

Div. No. 343, Kalamazoo, Mich. 1

Div. No. 373, Hyde Park, Mass. 2

Div. No. 379, Niles, Ohio. 1

Div. No. 380, Elyria, Ohio. 4

Div. No. 381, Butte, Mont. 3

Div. No. 382, Salt Lake City, Utah. 12

Div. No. 388, Newburgh, N. Y. 2

Div. No. 416, Peoria, Ill. 12

Div. No. 418, Ogden, Utah. 1

Div. No. 425, Hartford, Conn. 13

Div. No. 430, Mauch Chunk, Pa. 1

Div. No. 441, Des Moines, Iowa. 10

Div. No. 448, Springfield, Mass. 18

Div. No. 455, Portsmouth, Ohio. 1

Div. No. 469, Derby, Conn. 1

Div. No. 481, Port Chester, N. Y. 2

Div. No. 489, Dalton, Pa. 2

Div. No. 490, Yonkers, N. Y. 3

Div. No. 496, Pittsfield, Mass. 6

Div. No. 497, Pittsburg, Kansas. 1

Div. No. 503, Haverhill, Mass. 2

Div. No. 508, Halifax, Nova Scotia. 2

Div. No. 515, Galesburg, Ill. 5

Div. No. 517, Gary, Ind. 2

Div. No. 518, San Francisco, Calif. 17

Div. No. 519, La Crosse, Wis. 3

Div. No. 537, Holyoke, Mass. 8

Div. No. 540, Trenton, N. J. 5

Div. No. 544, Williamstown, Pa. 1

Div. No. 545, Missoula, Mont. 2

Div. No. 549, Northampton, Mass. 3

Div. No. 553, Schneectady, N. Y. 1

Div. No. 558, Shreveport, La. 1

Div. No. 560, Saratoga Springs, N. Y. ... 2

Div. No. 563, Lansing, Mich. 4

Div. No. 564, Trenton, N. J. 1

Div. No. 568, Erie, Pa. 9

Div. No. 569, Edmonton, Alberta ... 1

Div. No. 570, Waterbury, Conn. 7

Div. No. 572, Frostburg, Md. 2

Div. No. 576, Schneectady, N. Y. 4

Div. No. 580, Syracuse, N. Y. 5

Div. No. 582, Utica, N. Y. 14

Div. No. 583, Calgary, Alberta. 3

Div. No. 587, Seattle, Wash. 15

Div. No. 589, Boston, Mass. 151

Div. No. 590, Columbia, S. C. 1

Div. No. 591, Hull, Quebec. 7

Div. No. 592, Fredonia, N. Y. 4

Div. No. 595, Salem, N. H. 1

Div. No. 599, Muscatine, Iowa. 1

Div. No. 600, Waltham, Mass. 4

Div. No. 610, Charleston, S. C. 3

Div. No. 611, Kankakee, Ill. 1

Div. No. 618, Providence, R. I. 45

Div. No. 620, Framingham, Mass. 2

Div. No. 622, Peterborough, Ont. 1

Div. No. 623, Buffalo, N. Y. 42

Div. No. 624, Buffalo, N. Y. 2

Div. No. 627, Cincinnati, Ohio. 33

Div. No. 628, Covington, Ky. 7

Div. No. 634, Cincinnati, Ohio. 1

Div. No. 641, Shamokin, Pa. 1

Div. No. 657, Charleroi, Pa. 1

Div. No. 662, Pueblo, Colo. 1

Div. No. 663, St. John, N. B. 1

Div. No. 669, Auburn, N. Y. 1

Div. No. 678, Mars, Pa. 3

Div. No. 681, Oswego, N. Y. 1

Div. No. 682, Fort Wayne, Ind. 4

Div. No. 684, Pomeroy, Ohio. 1

Div. No. 685, Brantford, Ont. 2

Div. No. 687, San Francisco, Calif. 5

Div. No. 688, Newport, R. I. 2

Div. No. 689, Washington, D. C. 7

Div. No. 690, Fitchburg, Mass. 1

Div. No. 691, Springfield, Mo. 1

Div. No. 692, Hartford, Conn. 2

Div. No. 694, San Antonio, Texas. 8

Div. No. 696, Canton, Ohio. 1

Div. No. 697, Toledo, Ohio. 11

Div. No. 700, North Cobalt, Ont.....	2
Div. No. 702, Canton, Ohio.....	4
Div. No. 704, Little Rock, Ark.....	1
Div. No. 713, Memphis, Tenn.....	4
Div. No. 714, Portland, Maine.....	8
Div. No. 717, Manchester, N. H.....	2
Div. No. 721, Lewiston, Maine.....	2
Div. No. 724, Augusta, Maine.....	2
Div. No. 725, Birmingham, Ala.....	12
Div. No. 726, Staten Island, N. Y.....	5
Div. No. 732, Atlanta, Ga.....	12
Div. No. 737, Syracuse, N. Y.....	4
Div. No. 741, London, Ont.....	4
Div. No. 757, Portland, Oregon.....	15
Div. No. 758, Tacoma, Wash.....	4
Div. No. 759, Lima, Ohio.....	1
Div. No. 764, Kansas City, Mo.....	2
Div. No. 765, Montgomery, Ala.....	2
Div. No. 770, Mobile, Ala.....	1
Div. No. 772, Danville, Ill.....	1
Div. No. 774, Atlantic City, N. J.....	4
Div. No. 779, Sioux City, Iowa.....	2
Div. No. 782, Dover, N. H.....	4
Div. No. 785, Amesbury, Mass.....	3
Div. No. 788, St. Louis, Mo.....	80
Div. No. 789, Gates, N. Y.....	1
Div. No. 790, Montreal, Quebec.....	43
Div. No. 794, Wichita, Kansas.....	5
Div. No. 796, Guelph, Ont.....	1
Div. No. 801, Altoona, Pa.....	2
Div. No. 805, East St. Louis, Ill.....	2
Div. No. 807, Omaha, Neb.....	9
Div. No. 811, Norristown, Pa.....	1
Div. No. 812, Clarksburg, West Va.....	2
Div. No. 816, Marietta, Ohio.....	1
Div. No. 817, Columbus, Ohio.....	3
Div. No. 818, Oakland, Calif.....	4
Div. No. 819, Newark, N. J.....	25
Div. No. 820, West Hoboken, N. J.....	9
Div. No. 821, Jersey City, N. J.....	11
Div. No. 822, Paterson, N. J.....	6
Div. No. 823, Elizabeth, N. J.....	3
Div. No. 824, New Brunswick, N. J.....	3
Div. No. 833, Preston, Ont.....	2
Div. No. 836, Grand Rapids, Mich.....	2
Div. No. 838, New Albany, Ind.....	1
Div. No. 842, Wilmington, Del.....	7
Div. No. 845, Springfield, Ohio.....	1
Div. No. 846, St. Catharines, Ont.....	1
Div. No. 847, St. Joseph, Mo.....	7
Div. No. 849, Holland, Mich.....	1
Div. No. 850, Sault Ste. Marie, Ont.....	1
Div. No. 852, Lima, Ohio.....	1
Div. No. 855, Grand Haven, Mich.....	2
Div. No. 857, Green Bay, Wis.....	2
Div. No. 858, York, Pa.....	1
Div. No. 859, Decatur, Ill.....	1
Div. No. 872, Hannibal, Mo.....	1
Div. No. 876, Hamilton, Ont.....	2
Div. No. 878, Evansville, Ind.....	2
Div. No. 880, Camden, N. J.....	5
Div. No. 882, Olympia, Wash.....	1
Div. No. 883, Everett, Wash.....	1
Div. No. 887, Newark, N. Y.....	2
Div. No. 890, Lafayette, Ind.....	1
Div. No. 891, Norfolk, Va.....	1
Div. No. 894, Lincoln, Ill.....	2
Div. No. 898, Macon, Ga.....	3
Div. No. 900, Highwood, Ill.....	6
Div. No. 906, Decatur, Ill.....	1
Div. No. 907, Springfield, Ill.....	1
Div. No. 909, St. Louis, Mo.....	1
Div. No. 910, Richmond, Va.....	2

Div. No. 918, Brooklyn, N. Y.....	1
Div. No. 920, Hempstead, L. I., N. Y.....	1
Div. No. 923, Amsterdam, N. Y.....	2
Div. No. 925, Gloversville, N. Y.....	2
Div. No. 939, Wapakoneta, Ohio.....	1
Div. No. 942, Honolulu, T. H.....	1
Div. No. 947, Morristown, N. J.....	1
Div. No. 948, Hartwick, N. Y.....	1
Div. No. 949, Asbury Park, N. J.....	1
Div. No. 954, Souderton, Pa.....	1
Div. No. 956, Allentown, Pa.....	4
Div. No. 960, La Salle, Ill.....	1

Members at Large (membership being held at International Office)..... 9

The causes of death and disability of the members as reported upon these claims are as follows:

Thirteen (13) abscesses, abscess of brain, abscess of gall bladder, abscess of liver, abscess of lungs, abscess of right kidney, bronchiectatic abscess, appendical abscess and cerebral abscess; one hundred seven (107) accidents from injuries received in head-on collisions of street cars, being crushed between street cars, while employed on street cars and injuries received in car barns, fifty-five (55) deaths and fifty-two (52) disabilities; seven (7) accidents from electrocution by coming in contact with live wires; four (4) accidents from being struck by railroad trains, three (3) deaths and one (1) disability; forty-seven (47) accidents due to shocks and injuries from being struck by automobiles, forty-one (41) deaths and six (6) disabilities; one (1) acute anterior poliomyelitis; eleven (11) acute indigestion; one (1) acute inflammatory rheumatism; one (1) acute mania; one (1) acute pancreatitis; one (1) alcoholic poisoning; two (2) anaemia; two (2) aneurysm of aorta, one (1) aneurism of aortic arch; one (1) aortic insufficiency; one (1) aortic stenosis; one (1) aortic regurgitation; one (1) aortitis; thirty-seven (37) apoplexy; ten (10) appendicitis; one (1) arsenical poisoning from over-dose of medicine; twenty-five (25) arterio sclerosis (hardening of the arteries); one (1) arterial hypotension; one (1) arthritis; two (2) arthritis deformans; one (1) ascending pyelonephritis; one (1) ascites due to congestion of kidneys and liver; one (1) asphyxiation resulting from epileptic stroke; (4) four asphyxiation due to inhaling illuminating gas; four (4) asthma, cardiac asthma and chronic asthma; one (1) bladder trouble; two (2) blood poisoning; two (2) brain trouble; four (4) brain tumor; nine (9) bronchitis; two (2) bronchial asthma; four (4) burns of body, accidental; one hundred three (103) Bright's Disease, acute nephritis, chronic interstitial nephritis, chronic nephritis, chronic parenchymatous nephritis, cardio nephritis, chronic diffuse nephritis, hemorrhagic nephritis and nephritis; forty-four (44) cancer of bladder, cancer of bowels, cancer of intestines, cancer of kidneys, cancer of larynx, cancer of lip, cancer of liver, cancer of pancreas, cancer of prostate, cancer of roof of mouth, cancer of stomach, cancer of throat and malignant cancer; one (1) carbolic acid poisoning, suicidal; eighty-seven (87) carcinoma, car-

cinoma of ascending colon, carcinoma of bladder, carcinoma of bowels, carcinoma of gall bladder, carcinoma of intestines, carcinoma of jaw, carcinoma of kidneys, carcinoma of larynx, carcinoma of liver, carcinoma of lung, carcinoma of neck, carcinoma of oris, carcinoma of oesophagus, carcinoma of pancreas, carcinoma of prostate gland, carcinoma of right chest, carcinoma of rectum, carcinoma of sigmoid, carcinoma of stomach and carcinoma of tongue; two (2) cardio vascular disease; eleven (11) cerebral apoplexy; two (2) cerebral embolism; seventy-four (74) cerebral hemorrhage; one (1) cerebral lues; one (1) cerebral thrombosis; one (1) cerebritis; one (1) cerebro spinal lues; five (5) cholecystitis; one (1) chronic appendix; one (1) chronic prostatitis; thirteen (13) cirrhosis of liver; one (1) complication of diseases; one (1) convulsions; one (1) concussion of brain in fall from ladder; three (3) coronary sclerosis; one (1) dementia paralytica; one (1) dementia precox; ten (10) diabetes; two (2) diabetic coma; one (1) diabetic gangrene; fifteen (15) diabetes mellitus; one (1) diabetes insipidus; two (2) disabilities caused by the occupation; one (1) disease of gall bladder; one (1) diphtheria; eleven (11) drowning, ten (10) accidental and one (1) suicidal; one (1) dysentery; three (3) empyema; one (1) encephalitis; one (1) encephalitis lethargica; one (1) endothelioma of the visceral peritoneum; four (4) enteritis; one (1) epithelioma of penis with metastasis; six (6) erysipelas and facial erysipelas; three (3) exhaustion; one (1) exophthalmic goiter; one (1) found lifeless on floor of substation; one (1) fractured and dislocated neck from falling downstairs; one (1) fracture of femur at hip; seven (7) fracture of skull, accidental; two (2) gall stones; one (1) gall bladder infection; one (1) gangrene of lung; four (4) gangrenous appendicitis; one (1) gangrene of right leg; one (1) gangrene of both knee extremities; one (1) gas bacillus infection; two (2) gas poisoning, suicidal; six (6) gastritis; one (1) gastro enteritis; one (1) goitre; twenty-three (23) gun-shot wounds, twelve (12) accidental and eleven (11) suicidal; three hundred thirteen (313) heart disease, heart failure, heart complications, heart block, angina pectoris, cardiac embolism, cardiac paralysis, cardiac valvular disease, cardiac exhaustion, cardiac failure, cardio renal disease, cardiac insufficiency, dilatation of heart, decompensated heart, decompensation of heart muscles, endocarditis, fatty degeneration of heart, failure of heart muscle, fatty heart, gastric dilatation, cardiac decompensation, infective endocarditis, cardiac dilatation, cardiac indigestion, cardiac hypertrophy, myocarditis, chronic myocarditis, mitral regurgitation of heart, mitral regurgitation, myocardial degeneration, mitral insufficiency, malignant endocarditis, myocardial insufficiency, organic heart disease, valvular heart disease, valvular endocarditis and mitral stenosis and insufficiency; thirteen (13) hemorrhages, hemorrhage of brain, hemorrhage from ruptured artery of left lower leg, hemorrhage

following gastric ulcer, hemorrhage of lungs, hemorrhage following operation of tonsils, intestinal hemorrhage, internal hemorrhage, hemorrhage of stomach and pulmonary hemorrhage; one (1) heat prostration; one (1) hepatitis; one (1) Hodgkin's Disease; one (1) Huntington's chorea; one (1) hypernephroma; one (1) hypertrophied prostate post-operative shock; two (2) hypertrophy of prostate gland; one (1) infection of nose; one (1) inflammation of bladder; one (1) inflammation of brain; eighteen (18) influenza; one (1) injuries from being crushed under stove from falling wall during tornado; one (1) injuries to face and hands from explosion of stove; one (1) injuries received in altercation with fellow workman, which caused death; four (4) intestinal obstruction; one (1) intestinal adhesions; one (1) intestinal indigestion; four (4) kidney trouble; four (4) LaGrippe; one (1) leukemia; one (1) locked bowel; one (1) malignancy of left lung; one (1) malignant disease of liver; one (1) mastoiditis; nine (9) meningitis, acute streptococcus meningitis, cerebral meningitis, epidemic cerebro spinal meningitis and meningitis; one (1) multiple sclerosis; one (1) multiple sclerosis of spinal cord; one (1) myelitis; four (4) neuritis, multiple neuritis and sciatic neuritis; one hundred eighteen (118) old age claims; twelve (12) operations, operation for appendicitis, operation for cancer of rectum, operation for gangrenous appendix, operation for duodenal ulcer perforation, operation for hernia, operation for perforation of gastric ulcer, operation on kidneys, operation for prostatitis, operation for tubercular glands and operation of mastoid; forty-eight (48) paralysis, paralysis due to cerebral hemorrhage, motor paralysis, general paralysis, general paralysis of the insane, intestinal paralysis, hemiplegia (paralysis), and locomotor ataxia (paralysis); eight (8) paresis and general paresis; twenty-four (24) peritonitis, general peritonitis and septic peritonitis; twenty-five (25) pernicious anaemia; two (2) pleurisy; one (1) pericarditis; one hundred eighty-five (185) pneumonia, pleuro-pneumonia, broncho pneumonia, bronchial pneumonia, croupous pneumonia, double lobar pneumonia, hypostatic pneumonia, influenzal pneumonia and lobar pneumonia; two (2) post-operative shocks; one (1) purulent labyrinthitis; three (3) pyaemia; one (1) pyelitis; one (1) pyelocystitis; one (1) pyelonephritis bilateral; two (2) rheumatic endocarditis; two (2) ruptures (hernia); three (3) ruptured appendix; one (1) ruptured aortic aneurism; one (1) rupture of intestine; twelve (12) sarcoma, sarcoma of neck, sarcoma of right chest, sarcoma of fore-arm, sarcoma of lung and intestine, sarcoma of ilium and sarcoma of thyroid and larynx; thirteen (13) septicæmia, septicæmia from carbuncle on neck, septic poisoning, septic infection of face and sepsis following infected wound of leg; one (1) strangulation caused by epilepsy; seven (7) strangulation due to hanging with rope around neck, suicidal; one (1) septic hepatitis; one (1) sclerosis of liver; one (1) sclerosis of the coronary arteries of the

heart; one (1) scarlet fever; two (2) shocks and hemorrhages from accidents; one (1) shot by robbers while on street car he was operating; one (1) sleeping sickness; one (1) spleno myelogenous leucaemia; two (2) stomach trouble; one (1) stones in kidney and bladder; four (4) strangulated hernia; two (2) suicide by taking poison; four (4) syncope; one (1) tabes dorsalis; one (1) tetanus; one (1) thrombosis; one (1) thrombosis of right femoral vein; one (1) toxemia; one (1) tricuspid insufficiency; two (2) transverse myelitis; two hundred thirty-nine (239) tuberculosis, tuberculosis of lung, tubercular pneumonia, tubercular peritonitis, tubercular ceribritis, tubercular meningitis, tuberculosis of throat, tuberculosis of right kidney, tuberculous pericarditis, tuberculosis of elbow, tuberculosis of sacro-iliac joint, tuberculosis of vertebrae, pulmonary aneurysm, pulmonary edema, pulmonary embolism, acute miliary tuberculosis, miliary tuberculosis, acute tuberculosis, acute renal tuberculosis, tuberculosis of abdomen, congestion of lungs, embolism, general tuberculosis, oedema of lungs, oedema of brain, glandular tuberculosis, meningitis tuberculosis, pulmonary tuberculosis, phthisis pulmonalis, phthisis and ulcerative tuberculosis; six (6) tumors, malignant tumor, tumor of kidneys, tumor of bowel, tumor of larynx and tumor of spinal cord; eight (8) typhoid fever; one (1) typhoid toxemia; eighteen (18) ulcers, duodenal ulcers, gastric ulcers, ruptured gastric ulcer, ruptured ulcer of stomach, ulcer of stomach, ulcers of intestine and ulceration of bowels; twenty-one (21) uraemia; four (4) uraemic convulsions; four (4) uraemic coma; two (2) uraemic poisoning; one (1) urinary fistulae and one (1) yellow atrophy of liver.

There now remains in the fund at the present time, the amount of five hundred eleven thousand, three hundred seventy-nine dollars and seventy-nine cents (\$511,379.79).

Funeral, Disability and Old Age Benefits Paid By International Association

I am hereby giving you a complete history of the amounts which have been paid in Funeral, Disability and Old Age Benefits by the International Association during the life of the Organization to our membership and their beneficiaries:

Year	Amount
1896.....	\$ 200.00
1897.....	375.00
1898.....	400.00
1899.....	550.00
1900.....	675.00
1901.....	1,150.00
1902.....	1,525.00
1903.....	7,200.00
1904.....	15,850.00
1905.....	13,300.00
1906.....	13,900.00
1907.....	18,100.00
1908.....	18,000.00
1909.....	18,300.00
1910.....	22,700.00
1911.....	25,400.00
1912.....	114,950.00
1913.....	138,200.00

1914.....	200,093.00
1915.....	210,988.88
1916.....	294,438.75
1917.....	330,539.40
1918.....	449,322.77
1919.....	436,520.18
1920.....	451,162.19
1921.....	440,911.28
1922.....	554,702.96
1923, from January 1 to July 31	362,566.20

Total.....\$4,142,020.61

Sick and Death Benefits Paid By Local Divisions

It has always been my rule at the end of each calendar year to send out blanks to the Local Divisions requesting information as to the amounts which have been paid out by them in sick and death benefits from their local funds. These reports for each year are made to the first Board Meeting of the new year and are published to the membership.

The reports for 1921 show that the Local Divisions paid out in death benefits, one hundred thirty-five thousand, fifty dollars and seventy-five cents (\$135,050.75); in sick benefits, one hundred seven thousand, seven hundred eighty-nine dollars and forty cents (\$107,789.40). For 1922, the amount paid out in death benefits by the Local Divisions was one hundred fifty-one thousand, five hundred sixty-three dollars and fifty cents (\$151,563.50); in sick benefits, one hundred thirty-four thousand, nine hundred twenty-seven dollars and fifty-seven cents (\$134,927.57). The total paid in death benefits during the two years by the Local Divisions was two hundred eighty-six thousand, six hundred fourteen dollars and twenty-five cents (\$286,614.25). The total paid in sick benefits during the two years was two hundred forty-two thousand, seven hundred sixteen dollars and ninety-seven cents (\$242,716.97). This would make a grand total paid out by the Local Divisions in death and sick benefits for the two calendar years of five hundred twenty-nine thousand, three hundred thirty-one dollars and twenty-two cents (\$529,331.22).

In addition to this, the International Association during the two official years, as reported to this Convention, has paid out in Funeral, Disability and Old Age Benefits, one million, eighty-eight thousand, six hundred thirty-four dollars and thirty-eight cents (\$1,088,634.38). This would make a grand total paid by our Association during the two years in sick, death, disability and old age benefits of one million, six hundred seventeen thousand, nine hundred sixty-five dollars and sixty cents (\$1,617,965.60).

Total Paid By Local Divisions in Sick and Death Benefits

The amount which has been paid in sick and death benefits by the Local Divisions from their local treasuries during the history of the Organization has been as follows:

Year	Amount
1892 to 1906.....	\$ 177,079.34
1906.....	35,000.00

1907.....	42,423.55
1908.....	31,283.54
1909.....	39,607.10
1910.....	39,112.42
1911.....	45,150.00
1912.....	65,200.00
1913.....	93,730.59
1914.....	171,300.08
1915.....	167,660.00
1916.....	221,269.52
1917.....	229,743.54
1918.....	256,649.82
1919.....	251,413.98
1920.....	295,475.11
1921.....	242,840.15
1922.....	286,491.07

Total.....\$2,691,429.81

Total of All Benefits Paid

The total amount paid by the International Association and the Local Divisions in sick, death, disability and old age benefits since organization has been six million, eight hundred thirty-three thousand, four hundred fifty dollars and forty-two cents (\$6,833,450.42).

Bonding of Officers

During the past term we have issued one thousand, three hundred fifty-three (1353) bonds to the officers of the various Local Divisions covering financial secretaries, treasurers and dues collectors.

The majority of our divisions have been prompt in taking out their bonds and in forwarding the quarterly audit reports to the office. However, there are some divisions which have neglected to take out bonds for their financial officers, as the law require. To these divisions we have sent notices calling attention to the laws, but without any results.

In the past term we have had seventeen (17) defalcations including the one (1) which was pending in the previous term. Sixteen (16) of these cases were straightened out satisfactorily by the financial officers making settlements with the Divisions involved and in one (1) case we were called upon to pay the amount of defalcation and attorney's fee in prosecuting the case in court of six thousand, two hundred ninety dollars and sixty-five cents (\$6,290.65).

My recommendation is that our policy on bonding our own officers be continued.

The report of the Bonding Department is as follows:

Balance, July 31, 1921.....	\$17,912.80
Receipts, August 1, 1921, to July 31, 1923.....	6,365.39
	<hr/>
	\$24,278.19
Expenditures, August 1, 1921, to July 31, 1923.....	8,662.17

Cash Balance, July 31, 1923.....\$15,616.02

There is also the amount of \$1,206.04 for bond indemnities returnable to the Bonding Department, which have not as yet been returned, but are covered by notes.

I have some chances to recommend in the laws covering "Bonding of Officers." The same will be reported and called to

your attention under the heading of "Laws."

Official Publications

During the past term we have continued to issue our two publications, The Motorman and Conductor and The Union Leader.

The Motorman and Conductor

The Motorman and Conductor has been under the editorship and direction of R. L. Reeves and published and circulated monthly from the headquarters of the Association to the membership of our Association outside the City of Chicago.

The Motorman and Conductor has met with the same success in this two years as it has in the past and there can be no question regarding the benefit and information it imparts to our general membership regarding the policy and work of the Association. I feel the circulation of the Motorman and Conductor has improved owing to the fact that the Officers of our Local Divisions have given more attention I think and kept their memberships addresses more correctly up to date than they have in the past. In some cases there has been complaints that members did not receive their regular monthly journal, but in the majority of the cases, I feel there is satisfaction; and wherever any complaint has come in, it has been quickly adjusted and the member placed in possession through the mail of their journal. You will understand that with a circulation of a hundred thousand papers monthly some of them are bound to go astray. There is not the attention given to newspapers and publications that there is to letters by postoffice authorities and once a paper is lost it is gone. They don't hunt up and make efforts to trace the same as they do in cases of letters. There is bound to be some that will go astray in such a large number every month, but taking as a whole, I feel our journal has been well supplied to our membership.

The records for the year show that there is at the present time to the credit of the Motorman and Conductor, the sum of \$9,106.29, which under our laws, will be turned into the general fund of the Organization, and I would recommend the continuance of this publication in the future as in the past.

Editor Reeves

In submitting this report, I take this means of calling the attention of this Convention and the Organization in general to the work of Editor R. L. Reeves. For the past Eighteen years he has been the Editor of your Official Journal and is supposed to devote all his time to the work of this publication, but in addition to his work as Editor, Mr. Reeves has done a great deal of work upon the road giving assistance in all cases wherever needed; also assisting with work in the General Office when myself and Vice-President Fitzgerald were absent. He has practically in all these years looked after the interests of our Local Divisions in the State of Michigan, aiding them not only in their negotiations, but handling and directing their arbitration disputes. He is, without

question, one of the hardest working men within this Association and in all these years he has never taken a vacation—devoting all his time both night and day to the promoting and advancing of the interests of this Association, and I feel this is a matter the Convention should know in order that his splendid work may be better appreciated by our entire membership; and if the Convention can devise some way of compelling him to take a vacation it will be highly appreciated by your President, for in all of these years I have been unable to persuade Brother Reeves to give up his work and take even a day's rest.

Union Leader

The Union Leader has been under the Editorship and direction of Brother L. D. Bland and has been published and circulated to our members in the City of Chicago and vicinity weekly, under the subscription arrangements of the Association with the addition that the Chicago men receiving this paper pay an additional subscription to enable us to maintain and publish the paper weekly. The Leader in the past two years has made progress and wiped out practically the indebtedness that it incurred during the time we tried to publish it on the regular per capita subscription of the Association. The cost of the Leader during the past two years has been reduced nearly Five Hundred Dollars (\$500.00) as compared with the following two years. That has been due to the decrease in the price of paper.

In addition to being circulated among our membership, a great many free copies were sent out especially to the new Divisions around Chicago to enlighten these men upon the aims and objects of our Organization. In addition to that a number of free copies have been furnished to others throughout the jurisdiction of our Association. The work done by the Union Leader in this territory has been splendid and I would recommend it be continued in the future as in the past.

Editor Bland

In addition to his work of editing the Union Leader weekly, and directing its affairs, he has also done considerable work for the Association on the outside. He has assisted in wage negotiations—the Chicago Local Unions and the Local Unions surrounding Chicago. He has also visited Buffalo and other points aiding in the work of the Organization. The good work done by Editor Bland both as an Editor and Officer of this Association is reflected in the splendid paper he has published and in the agreements he has helped to negotiate, and I feel that this Organization owes a great deal to Mr. Bland for his faithful and never tiring good work and I would advise this Convention show their appreciation by a vote of thanks to Mr. Bland for the splendid work he has accomplished.

Delegates to American Federation of Labor

Our laws provide for the election of Delegates to the American Federation of Labor for the period of two years. The American Federation of Labor meets annually; that

gives our delegates the opportunity of attending two Conventions during their elected period.

The American Federation of Labor had been holding its annual meetings for several years in June. Last year they decided to change it until October coming one month after our Convention which made it impossible for the delegates elected at the Atlanta Convention to attend but one Convention of the American Federation of Labor. This change in the date of the Federation meetings to my mind, was an important one and I urged our delegates to support the change and promised them at the time if they would do so, that I would recommend that the Convention re-elect them as its delegates. The delegates who served last year were:

William Quinlan, Division 241, Chicago, Ill.

Fred Schultz, Division 268, Cleveland, O.
James Rodgers, Division 194, New Orleans, La.

A. Conn, Division 113, Toronto, Ontario, and in compliance with my promises made to these delegates, I hereby recommend that they be selected as delegates for the coming year.

Co-Operative Movement

I again bring to the attention of this Convention the question of Co-operation. I have found during the past year more interest displayed by labor in general on the subject of co-operation than I have in the past, especially has there been much interest displayed by our membership throughout the United States and Canada. I have written several articles for our publications and for the American Federationist on this subject and I have received a number of communications from our membership asking information and advice upon this subject. I feel that the Co-operative Movement is one of the most important questions now affecting the working people of America. If we could get them to understand and establish true co-operative stores and other industries, I know it would bring a great benefit to all. As I have said, the spirit of Co-operation has grown. There has been some fake movements which have caused discouragement and on the other hand there has been a number of true "Roachdale Co-operative Systems" established that are moving forward successfully and I would urge that this Convention take such action as will cause our people to take a greater interest in the Co-operative Movement. I would also urge some of our larger Divisions to take up the question and establish Co-operative Stores; with a thousand or more members, a successful co-operative store could be established and through it our membership would receive great benefits—not only in lowering the cost of the necessities of life, but enabling them to secure the best there is in the market at the lowest and most reasonable price and, therefore, I would recommend that the Convention take strong grounds in submitting recommendations to our people urging them to establish wherever possible,

Co-operative Stores and join with others in establishing the movement in the various districts throughout the United States and Canada.

J. C. Colgan

It becomes my sad duty to report to you the death of our esteemed colleague and comrade, Executive Board Member Joseph C. Colgan.

During the past two years, Brother Colgan was in bad health yet he went forward doing his work to the best of his ability under the trying conditions of which he was confronted with until some three or four weeks before his death he continued on his work until his health forced him to give it up. Brother Colgan passed away on September 15, 1922, and he was buried at Chicago on September 20. The General Executive Board with a number of other Officers and Members attended the funeral. Joseph Colgan was a tireless worker for our cause. He was one of the pioneers of Division 241 of Chicago. At the first attempt to organize that Division, Brother Colgan came to the front and was discharged by the Company for his activities in behalf of the Organization, but nothing daunted him—he was courageous and determined and aided in establishing the Division. After the Division had been established, Brother Colgan was again reinstated into the service of the Company. At the Pittsburgh Convention of our Association he became a Vice-President of the Organization filling that office for four years. He was then elected General Executive Board Member, at the St. Joseph Convention in 1911 and from that time on continued in the harness working faithfully night and day. Colgan was a diamond in the rough, always loyal and true to the principles of his Organization. The work he done for the Amalgamated Association is reflected in the Organization—reflected, if you please, in this Convention and the results of his efforts will live for years to come. Thousands of men and women will enjoy the blessings of the work that was done by this tireless and fearless worker, and I would recommend suitable resolutions be adopted by this Convention and spread upon the minutes showing our appreciation and kind feelings toward this devoted brother.

First Vice-President

Carrying out the policies as inaugurated some two years ago and reiterated at the Atlanta Convention, the First Vice-President Mr. Fitzgerald has continued to assist me in the General Office of the Organization directing and handling the affairs of the Association.

You are aware the work of this Association has increased to where it is almost impossible for one man to handle and direct the affairs of the General Office, and during the past term Vice-President Fitzgerald has assisted me in directing the affairs of the Association. We have so handled it that either one or the other of us was practically at the General Office all of the time to direct and handle the affairs of the Association

throughout its jurisdiction, and in the work of assisting the President, Vice-President Fitzgerald has filled the office in a splendid manner directing and handling most of the general correspondence of the Association and in addition to that he has done considerable work upon the road advising Local Divisions and assisting in conferences and arbitrations. As the reports show, he visited many Local Divisions and aided them in addition to his work at the General Office and I would advise this policy be continued in the future.

American Federation of Labor

I have already called attention to the fact that the Organizers of the American Federation of Labor have given us assistance during the past term. I would also inform you that President Gompers, Secretary Morrison and General Executive Council of the American Federation of Labor have rendered us aid from time to time and done all they could to promote and advance our cause. President Gompers has spoken to large mass meetings for us, especially did he encourage our Buffalo membership in their memorial struggle, and he has upon a number of occasions not only addressed our people but gone into conference to aid and assist them in their various struggles, and I would recommend that suitable resolutions thanking the American Federation of Labor for its good work towards our Organization be adopted, and that we also pledge to the American Federation of Labor our loyalty for the future, as we have in the past.

Work of International Officers

The policy of our Organization has been to elect Officers for this Association from members who are actually employed in the operation of Street and Electric Railways and when there is no work for them in the Association, to have them go back in service on the roads in which they hold their rights. The rule has been that at first we called the Executive Board Members to perform work for the Association, and then if there is more work then the Executive Board Members can do, to call upon the Vice-Presidents and send them into the field. Then when there is a slacking of work for the Association, first to return the Vice-Presidents to their employment and then to follow with Officers of the Executive Board.

There are, on our Board, some men who are pioneers in the work of this Association and at the time they took office in this Organization, they were refused their road rights or had been blacklisted for their activity in the Organization, and it has been my rule to give those men in preference to others employment in the work of the Association.

During the past term, as the reports will show you, there has been no great volume of organizing work to do—the only work for Officers was that of handling grievances and settling up agreements with the different employing Companies and, therefore, there was not work enough to keep all of the Officers of this Association at work on the road and we had to return some of

them to their regular employment on the roads where they were employed. Among some this has caused some dissatisfaction. There seemed to be a feeling on the part of some that because they were Officers of the Association, they should be kept on the payroll whether we had work for them or not. I want to point out to this Convention that the policy of this Organization has been not to spend a cent for Officers that do not work for the Organization. We have no fund for carrying a great body of men in the employ of this Organization that do not work for it, and when men seek office in this Organization they should understand this policy—that is—that if there is no work for them in the Association they must resume their work as Street and Electric Railway men.

It has been intimated that there are some who have accepted Official positions in this Association that don't want to return to the cars. I want to make clear the policy of the Organization, that there is no place in the Official Family of our Association for men who don't want to follow the occupation of Street and Electric Railway men; that's what this Organization is established for to promote and improve and better the conditions of Street Railway men, and when men get above this occupation they should hunt employment in some other line of occupation that is more genial to them and meet their views, but if they want to remain upon the Official Staff of the Amalgamated Association of Street and Electric Railway Employes of America, they must understand that it is their duty when there is no work for them on the road, to return to their occupation and perform it. They must understand the object of this Organization is to improve the conditions for Street and Electric Railway men and make it an inviting occupation.

I am pointing this matter out to the Convention so in the future there will be no misunderstanding as to its policy, and men who are now in office who don't like that policy—or men who are seeking office in the future in this Organization that don't like that policy, they shouldn't run for office or accept such a position with the Association; for if this Organization is to continue to be a success, it must be made up of bonafide Street and Electric Railway men who are ready not only to work for their Association, but go back into the service and show they will remain Street and Electric Railway men at any time they are called upon to do so.

President's Work

In closing this report, I would call your attention to my own work in connection with the Organization. First, it is my duty to direct the affairs of the General Office and look after the financial affairs of the Association. This I have carefully attended to during the past term and in addition to that, I have carried on general correspondence with our membership; passed upon appeals and in every other way performed the duties of the General Office. In addition to that I have given such time as I

could to aid our Local Organizations in wage disputes and in their various contentions with the employing Companies.

In my road work I have attended 50 committee meetings with Committees of Local Divisions and held 75 conferences with Officers of Local Divisions and addressed 15 Division Meetings and 1 Public Mass Meeting. During the term I have held 75 conferences with the Officers of the various employing Companies; conducted 3 arbitrations in person, and advised with Officers on 10 arbitration cases. In addition to that, I have attended 4 meetings of the Executive Council of the American Federation of Labor as a Vice-President of that Organization.

In the prosecuting of that work, I have spent 46 nights on board trains and boats and have traveled 21,345 miles.

In closing this report I desire to return my sincere thanks to the Officers and Members of the various Local Divisions for their loyalty and true support that they have given to this Association during the past two years. I also take this means of returning my sincere thanks to the Members of the General Executive Board and Vice-Presidents of this Organization for their loyal support and work they have given to the advancement of this Organization during this term. I can assure this Convention there has been harmony and good feeling between the various International Officers of this Association during the entire term and with good wishes to the delegates and hopes for a satisfactory Convention, I remain

Faternally yours,

W. D. MAHON,

International President.

The Chair referred the report of the International President to the Committee upon President's Report.

Following reference of the Report of the International President to the Committee on President's Report, by direction of the Chair printed copies of the report were distributed to the delegates.

The Chair declared in order the presentation to the Convention of the Report of the General Executive Board for the preceeding two years.

General Executive Board Report

Secretary Reeves read portions of the report of the General Executive Board, explaining that printed copies of the report would be furnished the delegates, and that in the interest of time the detailed portions of the report would not be covered in the reading.

During the presentation of the report, Secretary Reeves called special attention to the death of the late Joseph C. Colgan, member of the Executive Board. He referred to him as one of the sound advisers of the organization and as a man of most profound judgment in all matters that were brought to his attention.

The complete report of the General Executive Board as printed and distributed to the convention delegates was as follows:

TO THE EIGHTEENTH CONVENTION
OF THE AMALGAMATED ASSOCIATION
OF STREET AND ELECTRIC
RAILWAY EMPLOYEES OF AMERICA
SEPTEMBER 10, 1923.

Brother Chairman, Delegates and Officers
of the 18th Convention:

It is our duty as your General Executive Board, and in accordance with former procedure to submit to this Convention a report upon the acts and rulings of your General Executive Board for the two years continuing from the close of the Seventeenth Convention to the convening of this Convention. We are, therefore, submitting to you this report covering the time that has elapsed since the adjournment of the Atlanta Convention of this Association.

Field work of the members of your General Executive Board is done under immediate direction of the International President and, therefore, becomes a matter for report by him. This report necessarily covers the proceedings of the several meetings of the General Executive Board held within the period and such decisions and enactments as have been rendered or made bearing upon the affairs of the Association by correspondence.

Meetings of your General Executive Board have been held as follows:

The first meeting of the General Executive Board within the new term was held at Room 722 Ansley Hotel, Atlanta, Ga., Sept. 18, 1921, immediately following the closing of the Atlanta Convention. At this meeting subjects referred to the General Executive Board by the Convention were taken up and acted upon as follows:

Upon the petition through International Vice-President A. E. Jones for further assistance in the strike situation involving two branches of Division No. 964, Dayton, Ohio, the Board appropriated \$500 to assist the Local in caring for the members yet on strike.

Before the Board appeared Delegates Michael J. Cahill and John T. Burns, of Division No. 618, Providence, R. I., who reported that on July 8, a new traction company had taken over the properties upon which Division No. 618 worked, and that the Local had been notified by the management that some changes were desired in agreement relations and that a conference was desired upon the subject not later than September 27, and that due to the seriousness of the situation, the Delegates felt that an International Officer should be present upon that situation. It was felt that a reduction in wages and other economic changes in working conditions would be demanded by the Company. Delegate Burns, who was president of the Local, stated that he was about to petition that the conference be deferred to October 3. The subject was referred to the International President, who assured the Delegates that he would dispatch an International Officer to assist them.

Appearing before the Board were Delegates Jos. Boudreaux, Phil Engelbracht,

Gus. Heintz, Jos. E. Keanan, John Kelly, Ed. Lawrence, John Montz, Edw. Peyroux, James Rodgers and Jacob Yokers, of Division No. 194, New Orleans. These brothers appeared before the Board in the interest of Convention Resolution No. 53, which had been referred to the General Executive Board. This resolution sought to establish a separate Local in New Orleans and it was explained that this separate Local was to be instituted in the interest of the colored membership of Division No. 194. It was explained that there were some 300 colored men involved, who were members of the New Orleans Local—most of them track workers and porters. The suggestion of some of the delegates was that these members should be in the Maintenance of Way Organization. Delegate Keanan advocated their continuance in the Amalgamated Association, as did Delegates Rodgers, Engelbracht, Boudreaux and Heintz. The general petition of the Delegates was that the International dispatch an International Officer to New Orleans to investigate the situation. The subject in its full character was referred by the General Executive Board to the International President for investigation.

A petition of the Textile Workers for assistance in organizing in Tennessee, North Carolina, South Carolina, Virginia and Georgia was submitted to the Board for its consideration. The program of the Textile Workers and the A. F. of L. was to have each International Organization supply an officer to create a roster of organizers to enter an organizing campaign in those states in the interest of the Textile Workers. The Board enacted to authorize the International President to contribute the services of a representative of the Amalgamated Association in this organizing movement.

The E. St. Louis arbitration situation involving the members of Division No. 805, was submitted to the Board as being severely expensive to the E. St. Louis Local and that the Local had requested financial assistance in the way of relief from payment of per capita tax, pending further efforts in arbitration. The Board enacted directing the International President to remit per capita tax to Division No. 805 until November 1, 1921.

Upon the Convention Resolution directing the General Executive Board to render further assistance to the wives of late Treasurer Rezin Orr and International Vice-President John J. Thorpe, the subject was referred by the Board to the International President with authority to investigate and render such assistance as designed by the Convention.

Upon a petition from the Blacksmith's International Union for financial assistance in the prosecution of the Steel Company's guards who had shot and killed members of the Blacksmith's Union in a previous strike at Hammond, Ind., during the war period, it was enacted to appropriate \$100 to assist the Blacksmith's Union in the prosecution of these Hammond cases.

At this meeting Board Member Reeves was chosen Secretary, and International Treasurer L. D. Bland and Board Member R. L. Reeves were elected Editor of the Union Leader and Motorman and Conductor, respectively.

Succeeding regular semi-annual meetings of the General Executive Board were held at General Headquarters, 260 E. High St., Detroit, Mich., February 6-11, 1922; August 14-18, 1922; January 18-24, 1923, and August 24—, 1923, and continuing concurrent with this Convention. Under date of September 22, 1922, there convened a special meeting of the Executive Board at the Briggs House, Chicago, Ill., following the funeral of late General Executive Board Member Joseph C. Colgan. This meeting was held to take action upon the sick and funeral expenses of our late brother and at which the Board committed to the International President, Int. Treasurer and G. E. B. Member McMorrow, the payment of all bills of transportation, sickness, funeral and burial expenses of our late deceased brother, with instructions to the International President to care for this expense from the General Fund of the Association.

That the enactments, decisions and audits of the Board at these various meetings may be more readily studied by the committees and delegates of this Convention, your Board has prepared this report to deal with these various subjects in their order or respective parts of the report, rather than chronicling them in the order of meeting, and the first section of the report will cover the four audits made under the direction and review of your Board.

Audits

Audits of the books and accounts of the General Office, and the Union Leader were made by direction of the General Executive Board at each semi-annual meeting. The General Office audit was made by E. E. Englehart & Co., Accountants, Detroit, Mich., and that of the Union Leader was made by the Walton, Joplin, Langer Co., Accountants, Chicago. These audits and the accounts at the General Office were reviewed and inspected by your General Executive Board through committees of Board Members appointed at the respective meetings for that purpose.

First Audit

The first audit of the term covered the period from August 1, 1921 to January 31, 1922, inclusive. The cash balance and assets on hand beginning with August 1, 1921, represented the cash balance submitted in the report to the Seventeenth Convention held in Atlanta, Ga.

A recapitulation of this first audit was as follows:

Balance on hand, Cash and assets, Aug. 1, 1921.....	\$1,031,535.13
Receipts, Aug. 1, 1921, to and including Jan. 31, 1922.....	528,247.66
Total.....	\$1,559,782.79
Disbursements, Aug. 1, 1921, to and including Jan. 31, 1922.....	408,639.84

Balance on hand in cash and assets Jan. 31, 1922.....\$1,151,142.95
The above was the audit at the General Office. The audit of the Union Leader showed on hand in

the Central Trust Company of Illinois Bank, a credit to the Association of \$1,699.86. This balance increased the total aggregating \$1,152,842.81.

The \$1,151,142.95 balance at the General Headquarters was made up of interest bearing securities, bond investments, cash deposits and Headquarters and supplies investments, furniture, etc. The Association Headquarters Building, factory building and real estate represented \$68,560.10. Supplies and furniture represented \$7,130.43.

During this six months period \$292,089.53 were expended in payments from the Death, Disability and Old Age Benefit Fund and the Strike and Lockout Defense Fund. This amount represented 73% per cent of the total expenditures, and 55% per cent of the entire income during the six months audit period ending with Jan. 31, 1922. These payments were \$218,839.24 from the Death, Disability and Old Age Benefit Fund, and \$73,250.29 from the Defense Fund.

From the Benefit Fund were paid 422 claims, identified as 391 death benefits, 15 disability benefits and 16 old age benefits. The 391 death benefits averaged \$500.07 per claim. The 15 disability benefits payments averaged \$683.33 per claim. The 16 old age benefits were paid at the rate of \$800 per claim, and aggregated \$12,800. The 422 claims paid average \$517.70, or \$17.10 in excess of the average death benefit payments.

There was an increase of \$119,607.82 in cash and assets during this audit period.

Second Audit

The second audit of the term was for the six months period beginning with February 1, and ending with July 31, 1922. A recapitulation of the General Headquarters accounts audit is here given as follows:

Balance on hand, Cash and assets, Jan. 31, 1922.....	\$1,151,142.95
Receipts for the six months ending July 31, 1922.....	509,741.21
Total.....	\$1,660,884.16
Disbursements, Jan. 31, to July 31, 1922, inclusive....	455,320.67

Balance on hand in cash and assets July 31, 1922.....\$1,205,563.49
The assets are represented by interest bearing securities; \$68,560.10, real estate, headquarters and factory buildings, and supplies and furniture investments of \$7,457.26

During this period expenditures are shown to have aggregated \$455,320.67. Within this item of expenditures is represented \$321,442.43 from the Death, Disability and Old Age Benefit Fund, and the Defense Fund, an amount slightly in excess of 70% per cent of the entire expenditures.

During this audit period there were paid 517 death benefits, aggregating \$260,884.09—an average of \$504.61 per claim.

During the year ending with July 31, 1922, there were paid 908 death benefit claims, aggregating \$456,412.65, an average of \$502.65 per claim.

During the six months audit period ending with July 31, 1922, there were paid 17 disability claims, aggregating \$9,350.00, an average of \$550 per claim. Old age benefits numbered 16, which at \$800 per claim aggregated \$12,800. There were a total of 550 claims paid from the Benefit Fund during this six months period, and the average was \$514.60 per claim.

During the year ending with July 31, 1922, there were paid from the Benefit Fund, 32 old age benefits aggregating \$25,600.00, and 32 disability claims aggregating \$19,600.

There were paid from the benefit fund within the year 972 claims, aggregating \$501,873.33—an average of \$516.33 per claim.

This completed the first year of experience of the Benefit Fund for this term of two years.

From the Defense Fund during the six months audit period ending July 31, 1922, appropriations were made in benefits to members and other legal and strike and lockout expenses aggregating \$38,408.34.

The audit of the Union Leader showed a credit to the Association in the Central Trust Company of Illinois Bank aggregating \$1,374.50. This, added to the cash and assets balance at the General Office, created a total balance of \$1,206,937.99.

It will be observed that the audit recapitulation of the books and accounts at the general office for the six months period ending with July 31, 1922, shows an increase in funds and assets aggregating \$54,420.54.

Third Audit

The third audit of the books and accounts of the General Office was for the six months period beginning with August 1, 1922, and ending with January 31, 1923. A recapitulation of this audit is here reported as follows:

Balance on hand, Funds and assets, August 1, 1922.....\$1,205,563.49
Receipts, Aug. 1, 1922, to and including Jan. 31, 1923.....625,348.63

Total.....\$1,830,912.12
Expenditures, Aug. 1, 1922 to Jan. 31, 1923, inclusive. 760,583.26

Balance, Cash and assets at the close of Jan. 31, 1923.....\$1,070,328.86
Represented in the above balance is included real estate, factory and headquarters buildings at Detroit, aggregating \$68,560.10, and furniture equipment and supplies aggregating \$7,148.76—an investment in these properties totaling \$75,708.86. The balance of the funds and assets represents credits, securities, investments, bank deposits and cash on hand.

Of the expenditures during this six months audit period, \$271,097.90 represented disbursements from the Death, Disability and Old Age Benefit Fund.

During this six months period there were paid 403 death benefits, aggregating \$218,222.90; 15 disability benefits, aggregating \$9,675.00; and 54 old age benefits aggregating \$43,200.00, making a total of \$72 benefit payments from the Death, Disability and Old Age Benefit Fund.

Death Benefits during this period averaged \$541.50. Disability benefits averaged \$645.00, and old age benefits were \$800 each.

It will be observed that within this six months period, the number of old age benefits far exceeded the number heretofore paid in any other like period in the history of the Association.

Benefits averaged \$574.36 each.

Disbursements from the Defense Fund in support of strikes and lockouts during this six months audit period aggregated \$391,361.93, or approximately 51½ per cent of the total disbursements.

Disbursements from the Benefit Fund represented slightly in excess of 33½ per cent of the total disbursements. Disbursements from these two funds represented 87½ per cent of the entire disbursements during the six months period.

The audit of the Union Leader represented that at the close of the six months audit period there was on deposit to the credit of the Association in the Central Trust Company of Illinois Bank of Chicago, \$1,801.92 which, added to the general balance at Association Headquarters would extend cash and assets of the Association to aggregate \$1,072,130.78.

The audit at Headquarters showed that during this six months audit period ending January 31, 1923, the funds and assets of the Association decreased \$135,234.63.

Fourth Audit

The audit of the books and accounts at the General Office for the six months beginning with February 1, and ending with July 31, 1923, presents a statement in recapitulation as follows:

Balance on hand, Cash and assets, beginning with Feb. 1, 1923.....\$1,070,328.86
Receipts, Feb. 1, to July 31, 1923, inclusive.....597,761.86

Total.....\$1,668,090.72
Expenditures, Feb. 1 to July 31, 1923, inclusive... 507,151.10

Balance, Cash and assets at the close of July 31, 1923.....\$1,160,939.62

The above balance comprises bank deposits and cash, including Detroit post-office deposit of \$97.99, of.....\$ 532,069.95
U.S. Gov't Liberty and Treasury Bonds.....\$232,100.00

U.S. Treasury 4¼% notes... 120,000.00
Dominion of Canada 5¼% War Loan Bonds.....97,500.00

State of Michigan 4% War Loan Bonds.....40,000.00
State of North Dakota 5¼% Real Estate Bond.....1,000.00

Province of Ontario 4¼% Bonds.....8,000.00
Province of Ontario 5¼% bonds.....32,000.00

Ecorse Township, Mich. 5% school bonds.....10,000.00
Toledo, O., Labor Temple Bldg. Co. 6% bonds.....1,000.00
New York Call bonds.....4,000.00 \$ 545,600.00

Accrued Interest on deposits and securities.....\$ 8,636.83
Central States Co-operative Wholesale Society Stock... 175.00
Loans to Local Divisions... 250.00
Accounts receivable.....390.17
Detroit Real Estate, Association Headquarters and Factory Building.....66,849.93
Office furniture, equip'm't and supplies.....6,967.74 \$ 83,269.67

Total.....\$1,160,939.62

The \$507,151.10 disbursements during the six months period embraces \$316,173.05 paid from the Death, Disability and Old Age Benefit Fund, and \$90,909.60 paid from the Defense Fund. These two items aggregate \$407,082.65—approximately 80½ per cent of the total expenditures.

Payments from the Death, Disability and Old Age Benefit Fund represent \$282,636.30 in payment of death benefits.

During this six months audit period there were paid 505 death benefits. Death benefits averaged \$559.68.

Within the six months period 15 disability benefits were paid, aggregating \$7,800—an average of \$520 per claim. There were 32 Old Age Benefits paid at \$800 each, aggregating \$25,600.

From the Benefit Fund there was paid an item of \$136.75 legal expenses. The actual total paid in Death, Disability and Old Age Benefits aggregated \$316,036.30.

From the Death, Disability and Old Age Benefit Fund there were paid 552 claims within the six months period. These claims averaged \$572.53 each.

Payments from the Death, Disability and Old Age Benefit Fund during this period would require the total per capita tax set aside for the support of this fund that would be paid in by 131,723 members. It represents the total per capita tax upon 81,070 members.

The audit of the Union Leader showed at the end of this period that there existed a credit to the Association of \$1,620.23 in the Central Trust Company of Illinois Bank of Chicago. This, added to the balance of cash and assets, as per the audit of the books and accounts of the General Office, makes a total of \$1,162,559.85, cash and assets at the close of the audit period, as represented by the balances of the two audits.

Your Board presents for your information data upon the Death, Disability and Old Age Benefit Fund as follows:

Disbursements from the Fund—
For the 6 months period ending Jan. 31, 1922.....\$218,839.24
For the 6 months period ending July 31, 1922.....283,034.09
For the 6 months period ending Jan. 31, 1923.....271,097.90
For the 6 months period ending July 31, 1923.....316,173.05

Total payments for the 2 years ending July 31, 1923.....\$1,089,144.28

For the preceding two years' term the 6 months audit period data upon the payments from the Death, Disability and Old Age Benefit Fund, were as follows:

For the 6 months audit period ending Jan. 31, 1920.....\$158,051.25
For the 6 months audit period ending July 31, 1920.....255,045.54
For the 6 months audit period ending Jan. 31, 1921.....208,836.20
For the 6 months audit period ending July 31, 1921.....232,302.66

Total disbursements for the 2 years ending July 31, 1921.....\$ 854,235.65

This total of \$854,235.65 comprises \$833.73 legal expenses.

It will be observed that payments from the Death, Disability and Old Age Benefit Fund for the two years term ending with July 31, 1923, exceeded the payments for the two years period ending July 31, 1921 by \$234,908.68—an increase in payments from this Fund of approximately 27½ per cent. A proportionate increase for the next two years would

aggregate approximately \$300,000, or the benefit per capita tax upon 31,075 members.

The average six months benefit period payments for the four years present a schedule as follows:

August 1, 1919—	January 31, 1920.....	\$498.58
Feb. 1—	July 31, 1920.....	479.41
August 1, 1920—	January 31, 1921.....	495.70
Feb. 1—	July 31, 1921.....	500.00
August 1, 1921—	January 31, 1922.....	517.70
Feb. 1—	July 31, 1922.....	514.60
August 1, 1922—	January 31, 1923.....	574.36
Feb. 1—	July 31, 1923.....	572.53
August 1, 1919—	July 31, 1921.....	491.60
August 1, 1921—	July 31, 1923.....	545.50

The above table shows a gradual increase in the average death, disability and old age benefit payments throughout the six months periods of the last four years. The increase of the two years ending July 31, 1923 is approximately 11 per cent over the average claim payments during the two years ending with July 31, 1921. The fact that the percentage of increase in the average benefit payment is less than the percentage of increase in the aggregate payments of the two years, is due to the fact that the number of claims paid have increased. Data upon this subject showing the number of claims paid within each audit period of six months during the four years is as follows:

Claims paid—	
During the 6 months period Aug. 1, 1919—Jan. 31, 1920.....	317
During the 6 months period Feb. 1, 1920—July 31, 1920.....	532
During the 6 months period Aug. 1, 1920—Jan. 31, 1921.....	421
During the 6 months period Feb. 1, 1921—July 31, 1921.....	469
During the 6 months period Aug. 1, 1921—Jan. 31, 1922.....	422
During the 6 months period Feb. 1, 1922—July 31, 1922.....	550
During the 6 months period Aug. 1, 1922—Jan. 31, 1923.....	472
During the 6 months period Feb. 1, 1923—July 31, 1923.....	552

For the two years ending July 31, 1923, there were paid 1,996 claims.

For the two years ending July 31, 1921, there were paid 1,739 claims.

Comparison of the two, two year periods shows 14½ per cent increase in the number of claims paid. A closer comparison throws further light upon the change that has taken place in the way of increased benefit payments.

During the two years term ending with July 31, 1921, there were paid 20 old age benefit claims aggregating \$16,000.

During the two years term ending with July 31, 1923 there were paid 118 old age benefits aggregating \$94,400.

This shows an increase of \$78,400, or a rate of increase of 490 per cent.

During the two years ending July 31, 1921, there were paid 28 disability benefits aggregating \$16,500.

During the two years period ending July 31, 1923, there were paid 62 disability benefits aggregating \$37,075.

Disability benefit payments increased \$20,575—approximately 125 per cent.

The number of disability benefits increased 121½ per cent.

Of the 1,739 death, disability and old age benefit claims paid during the two years ending with July 31, 1921, 1,691 of the claims were death benefit claims, payments upon which aggregated \$821,550.50. During that term death benefits averaged \$485.85 each.

During the two years term ending with July 31, 1923, there were paid 1,816 death benefits, aggregating \$957,271.85, an average of \$527.14 per claim.

It will be observed by comparing the above data on the two, two year terms, that the number of death claims increased 125, or 72.5 per cent. In dollars, death benefit payments increased \$135,712.35, or 16½ per cent.

The record of the Death, Disability and Old Age Benefit Fund during the two terms covering the past four years, indicates a substantial shifting in the direction of increased average benefit payments. The strongest force in this line is noticeable in the increased number and aggregate payments of old age benefits which is accounted for by the advancing years of stable membership within the Association, and the augmenting in numbers of the membership that has attained twenty years of seniority in membership within the Association. This now includes the 20 year membership of practically all Locals that

existed at the close of the year 1993, that reaches to include 80 Local Divisions of the Association embracing Division No. 373, Hyde Park, Mass. At the end of the term beginning with the close of this Convention, this number will have been increased by 12 per cent, to extend to include Division No. 418, of Ogden, Utah. Based upon this date, the significance of it is that for the term beginning with the close of this Convention it may be easily anticipated that there will be paid at least 200 old age benefits during the term. Thus, it is not safe to enter the term without preparation for the payment of \$160,000 in old age benefits during the two years period.

The increase in disability benefit payments cannot reasonably be expected to extend in proportion beyond continued acquirement of membership. But this is not wholly the case in respect to death benefits. The average death benefit has been increased 16½ per cent, and the increase has been gradual. This is due to tenure in employment, a condition that has been established by the effectiveness of the Association in so improving the employment in the way of wages and working conditions, that it has become a tolerable employment, to the end that it is seemingly adopted as a life employment, or at least results in that to a greatly added number, than with whom it existed in former years. This is particularly marked in all of the old Locals, and the seniority in membership and employment has extended in keeping with these improved wages and working conditions.

Another element to be considered in this phase of the history of the benefit fund, of course, is the lessening of the limit of the field for acquiring added membership. Practically all of the street and electric railway men of Canada are organized and but few large cities yet remain outside of the organization within the United States. To add to this is the retrenching on the part of employing companies by the introduction of the one-man car, that within the last two years has closed the occupation to the extension of employment in a material degree upon many street and electric railway properties. This is shown by the record of added membership in the Association within the last two and even three years of our history. These are matters that may be well considered by the delegates of this convention, in dealing with the laws governing the death, disability and old age benefits.

Of course, the subject of accidents in our occupation is always before us. The benefits paid as identified as disability benefits, numbering 62 within the last two years, do not, by any means, represent the inroads that accidents have made upon the membership, and funds of the Association. It only represents that 62 of our members who were totally disabled in the occupation and were thus eliminated from the occupation through accidents, were paid benefits.

Eighty-two death benefits were paid during the two years terms wherein deaths resulted from accidents in the street railway service. Payments upon these 82 death claims aggregated \$31,400. This, with the \$37,075.00 paid in disability benefits presents the expense of street railway accidents to the Benefit Fund as being \$68,475.00 within the two years ending July 31, 1923. In other words, accidents in the occupation within the two years term depleted the organization by 144 members and cost the membership through the Benefit Fund \$68,475—an average of \$93.80 per day.

The number of deaths occurring to our members resulting from street car accidents upon which benefits were paid, represented 4½ per cent of the total number of deaths. It cannot be disputed by the managements of our employing properties but that the members of this Association have a financial interest in the prevention of accidents.

Disbursements from the Benefit Fund during the final six months audit period of this two years term were equal to the per capita tax set aside for the support of the Fund that would require 131,739 per capita tax paying members.

Disbursements from the Benefit Fund during the final six months audit period of the two years term reported upon at the Atlanta Convention two years ago, required the benefit per capita paid by 96,793 members.

Your Board submits this data upon the Benefit Fund, believing it important to you in your deliberations upon this subject in this Convention. We realize that you recognize the grave importance of the benefit feature to our Association and that it must be maintained permanently stable in its assurance. Its alleviating advantages and benefits have been widespread. It has reached into the homes of

hundreds of the bereaved families of our late members, where, in its relief work it has demonstrated the munificent forethought of those who constructed and are maintaining this splendid organization. It has, among the thousands of the beneficiaries and friends of our departed brothers, enlisted renewed profound well wishes for our success. We commit it to this Convention to preserve and continue under such measures as will assure its future stability, which we feel confident the Convention will do.

During the two years term ending with July 31, 1923, \$583,166.28 were appropriated from the Defense Fund to Division Associations in the way of strike and lockout benefits. A further \$10,763.88 was paid from the Defense Fund in legal and arbitration expense, making a total expenditure of \$593,930.16.

Investments of the funds of the Association in bonds have resulted in an item of profit to the Association of \$11,959.88 in the increased value of bonds. The general financial statement to this Convention will also show that some \$10,000 have accrued to the Association in the way of interest that investments have borne in excess of bank interest that would have accrued on these investments had the money been placed in banks. Markets for investments in these bonds and securities have been carefully watched by the bookkeeper, and very much to the financial advantage of the Association.

Itemized statements of the audits as they have been made throughout the two years term, have been published and mailed to the various Locals and will be available for review by the proper Committee of this Convention.

It will be observed that in the audit of the six months period ending with July 31, 1923, there is shown to have been an increase of \$90,610.76 in the cash and assets of the Association, as represented in the audit of the books and accounts at the General Headquarters.

The increase for the two years term ending with July 31, 1923 is shown to have been \$129,404.49—an increase slightly in excess of 12½ per cent.

One of the gratifying features of the accounts at the General Office is the splendid response of the general membership to appeals to sustain the Defense Fund at times when those involved in the supreme effort to maintain the right of collective bargaining have needed the support of that Fund. This response more than doubled the amount that accrued to the Fund through the per capita provision for its maintenance. This response has proved to unfair employers what is back of the principle upon which the trade union movement is founded. As this response has been to appeals and not to any pronounced mandate, it cannot be denied but that it was voluntary on the part of the great army of street and electric railway wage earners who voluntarily comprise this Association. It is an illustration that the confidence of those who resisted the despotism of antagonizing employing corporations was well placed. It is also a further confirmation of the effective resource created by wage earners by and through organization of the type of the American Labor Movement.

Disability Benefit Cases

Applications for disability benefit that were submitted to your General Executive Board for its consideration and action during the two years term, and the action thereon, were as follows:

Application For Disability Benefit in the Interest of Member Chas. Boughner, Div. No. 26, Detroit, Mich.
August 14-18, 1922

Brother Chas. Boughner became a member of the Association through Division No. 26, in 1898; was compelled to give up work with the Detroit United Railway as motorman, April 25, 1921. The application was based upon disability from sciatic rheumatism. Physicians' statements were in effect that it was questionable that treatments would ever avail to bring his physical condition again to qualify as a motorman. There was nothing in the evidence to justify the assumption that his affliction was due to the employment as required by Section 101 of the Constitution and General Laws qualifying the case to permit payment of disability benefit. It was enacted that the claim be disallowed.

Application for Disability Benefit in the Interest of Member Chas. M. Antaya, Div. No. 26, Detroit, Mich.—August 14-18, 1922

Application was based upon defective vision, certified to have been resultant from cataract growths. The evidence showed applicant to yet be under treatment in the hope of recovery. Nothing in the record or evidence showed that the affliction was

resultant from features of employment. The Board enacted that the claim be disallowed.

Application for Disability Benefit in the Interest of Member Owen R. Lapham, Div. No. 26, Detroit, Mich.
August 14-18, 1922

Application was based upon high blood pressure, unfitting applicant for work that called for quick judgment or decision. Applicant was a motorman; was before the Board and made a personal statement that when as a motorman on Fort St. East Line in Detroit the system was changed to one-man cars, and due to his condition, he was unfit to serve as a one-man car operator. He had been given work as a railroad crossing tender but stated to the Board that he was not sure how long the job would last. He was being retained in the service, in a position to make him eligible to membership. The Board enacted to disallow payment of the claim.

Application for Disability Benefit in the Interest of Member Jeremiah Smith, Div. No. 132, Troy, N. Y.
August 14-18, 1922

This claim was based upon disability from locomotor ataxia, a form of paralysis in an advanced stage not traceable as the result of accident or incident in connection with the employment, as required by the Constitution and General Laws for the payment of disability benefits. It was enacted that the claim be disallowed.

Application for Disability Benefit in the Interest of Member Geo. Snook, Div. No. 132, Troy, N. Y.
August 14-18, 1922; January 18-24, 1923

Disability claim in this case was based upon paralysis of the left side, due to cerebral hemorrhage that occurred May 16, 1921. The nature of the evidence as identifying the case as one upon which disability benefit would be permitted was regarded at the first meeting as incomplete and it was referred back to the International President for further investigation. The International President reported at the January, 1923 meeting that further evidence bearing upon the nature of the case was unavailable and that the case must necessarily be disposed of from the evidence previously before the Board. As there was no evidence associating the affliction with street railway service as required by the laws of the Association in payment of disability benefits, it was enacted that the claim be disallowed.

Application for Disability Benefit in the Interest of Member Cornelius Suydam, Div. No. 132, Troy, N. Y.
August 14-18, 1922

Application in this case was based upon chronic rheumatism, from which applicant had suffered for several years. Physicians' certifications were that applicant had been continuously ill and unfit for work since August 10, 1921. The evidence showed the case to be one of a nature in which disability benefit is prohibited by the provisions of Section 101 of the Constitution and General Laws. It was enacted that payment of the claim be disallowed.

Application for Disability Benefit in the Interest of Member Cornelius Toomey, Div. No. 132, Troy, N. Y.
August 14-18, 1922; January 18-24, 1923

This claim was based upon paralysis of the right side of the body, arm and leg, and at the first meeting in order to obtain something of the nature of the cause of this disability, the case was referred back to the International President for further investigation. At the January, 1923, meeting evidence came that the stroke of paralysis was suffered while performing strike duty May 25, 1921, when the members of Div. No. 132 were on strike and that he was hopelessly paralyzed, his condition having been superinduced by exposure to the weather while doing picket duty. It was enacted that payment of the claim be approved.

Application for Disability Benefit in the Interest of Member James E. Lee, Div. No. 132, Troy, N. Y.
August 14-18, 1922

In this case, claimant was a motorman. Claim was based upon Hemianopsia, a blindness in one-half of the visionary feature of the eye, probably due to cerebral hemorrhage. There was no evidence that the affliction was resultant from any accident or incident in the service as required by Section 101 of the Constitution and General Laws, permitting payment of disability benefit. The Board enacted that the claim be disallowed.

Application for Disability Benefit in the Interest of Member John J. Murray, Div. No. 238, Lynn, Mass.
January 18-24, 1923

This claim was received at the General Office, October 6, 1922. Claimant was 65 years of age at the time of making application. Claim was based upon General Arterio Sclerosis (hardening of the arteries), memory poor, a kidney lesion, enlarged

heart and general inability to get about. A communication from Secretary P. Corcoran of the Local, of date of October 29, preceding, petitioned advice from the International President as to whether he would be permitted to withdraw the disability claim and apply for an old age benefit claim, stating that such was the sentiment of the Local. He was advised by the I. P. that the claim could be withdrawn, but as there was no record of its withdrawal and no evidence associating the disability with the employment, it was enacted that the claim for disability benefit be disallowed.

Application for Disability Benefit in the Interest of Member Henry A. Moore, Div. No. 246, Salem, Mass. February 6-11, 1922

The history of this case is that application was first attested for submission under date of December 15, 1919 and was submitted to a meeting of the G. E. B. held February 23—March 1, 1920. Claim was based upon disability by arthritis of left knee following strain of joint, while getting off car. It is alleged that his work aggravated this until he was obliged to give up work November 10, 1920. The accident is alleged to have occurred November 6, 1919. At the time Claimant was 47 years of age. His continuous membership dated from April 9, 1906; that application was sustained by the physician's certificate that the condition of Brother Moore "was much aggravated by cold and use of his leg and by Spring he may be able to get back if the knee improves." It was clear from this evidence that the applicant was not even totally disabled as required by the laws for payment of disability benefit, and the case was deferred to await developments. Nothing further bearing upon the case was received and at the meeting of the General Executive Board held August 23, 1920, six months later, it was enacted that the claim be disallowed. Under date of January 26, 1922, there was received from Business Agent James J. Duggan of the Local, a petition for re-opening of the case, which brought it again before the Board. This letter stated that Brother Moore "has worked until present date (January 26, 1922). Brother Moore hurt his leg while getting off the car in front of his home, when he stumbled and fell." This fall is the one to which the application referred as having occurred October 6, 1919. A new certificate of examination by Dr. Chas. F. Deering, Danvers, the same physician, read: "I have examined and treated Mr. Henry Moore for chronic arthritis of both knees. He is in a crippled condition, although walking outdoors. I should consider that he was not able to do any work." This certification was in effect that the Brother was suffering from Arthritis of both knees, whereas in the previous certification he was suffering from arthritis of the left knee. It was recognized by the Board that it would be very difficult to associate the affliction of the left knee joint with the accident to which is referred as having injured the left knee. Neither is inflammation of the joints, as presented to the Board in this case, resultant from accident, but is aggravated by the natural processes in employment and atmospheric temperature. Neither did the letter certify to permanent disability. The Board enacted to sustain its former action, that payment of the claim be disallowed.

Application for Disability Benefit in the Interest of Member Frank E. Wright, Div. No. 265, San Jose, Calif.—August 24, 1923

Application in this case is based upon paralytic stroke alleged to have occurred Jan. 1, 1920, while applicant was employed as motorman on the San Jose Railroad. Age of Claimant 63 years. Claimant became a member of the Association June 21, 1902. Was compelled to give up employment February 15, 1922. Dr. L. B. Van Dorsem under date of Jan. 27, 1923 certifies: "Mr. Frank Wright has been under my professional care since December 31, 1918, at which time he suffered a paralytic stroke and since which time he has been unable to follow his occupation of motorman because of the resulting paralysis in his right arm." Letter written in behalf of Brother Wright and accompanying the application states that Brother Wright worked until 1919, when he had a stroke of paralysis, which laid him up about three years. Then he was given a job as flagman for some ten months, when the company did away with the job, and has done nothing since— is still an employee of the road, not able to do much, having little use of his right arm and leg. This being the only evidence before the Board upon the case, there was nothing to associate the disability as resultant from the employment as required by the Constitution and Laws of the Association for payment of disability benefits. Further, the information

is that the brother is yet in employment, though being unable to do very much. It was enacted that the claim be disallowed.

Application for Disability Benefit in the Interest of Member John V. Hiser, Div. No. 496, Pittsfield, Mass.—August 24, 1923

Application in this case was certified to under date of January 5, 1923 and sets forth that applicant sustained disability by loss of right eye while at work on his garage, being unable to reach home in any other way than in his automobile. The disability occurred August 12, 1922. Applicant was motorman on the Berkshire Street Railroad, became a member of the Association December 19, 1912, and at time of filing application was 59 years of age. Applicant states that on August 12, 1922 between the hours of 2:45 P. M. and 11:35 P. M. he was employed as a motorman. At the close of his run he was left at Zylonite at a time when there was no street car service to his home in Blackinton. For his convenience, he had an automobile and at the time of the injury was working on a garage for his own use, having used a temporary building to store the machine previously, and as this machine was used to go to and from his work, he states that he feels that he is entitled to the disability benefit, as the injury was resultant while working upon the garage. He was compelled to give up employment as a motorman on the date of the injury. Certification of Dr. Geo. H. Thompson of North Adams is that "Applicant met with an accident on Saturday, August 12, 1922, causing severe injury to his eye, which had to be removed. He is still under my care." This certification is of date of August 18, 1922. Section 101 provides in respect to loss of eyesight that total disability shall be comprehended as the loss of sight of both eyes while engaged as an employee in the street and electric railway service. This provision, in the opinion of the General Executive Board comprehends that the loss of one eye is not necessarily a total disability to the extent of incapacitating one for street or electric railway employment in various of the departments within which employment is available. This feature was presumably enacted with the understanding that many who have sustained the loss of an eye are in employment with street railway properties. It was enacted that the claim be disallowed.

Application for Disability Benefit in the Interest of Member Wm. Fennimore, Div. No. 497, Pittsburg, Kansas—August 24, 1923

In this case application was attested under date of April 9, 1923, by President Walter Glenn, of Division No. 497. The application states that Brother Fennimore was injured while working on a trolley pole, coming in contact with a live wire, March 28, 1921. He continued work part of the time since and became broken in health and unable to work; was required to give up employment March 20, 1923. Applicant became a member of the Association Jan. 20, 1912, and at the time of filing the application, was 46 years of age. Physicians' statements are to the effect that applicant is found to be suffering from spinal trouble and urinalysis, as certified by Dr. C. P. Montee. Further certification by Drs. C. A. Smith and H. L. Church is that the brother is suffering from kidney trouble, or Bright's Disease, which appears permanent and that one of his kidneys is practically destroyed. There was no evidence associating the disability with the alleged accident as required by the Constitution and General Laws. It was enacted that payment of the claim be disallowed.

Application for Disability Benefit in the Interest of Member James Anderson, Div. No. 516, Middletown, N. Y.—August 14-18, 1922

Claim for Disability Benefit in this case was based upon paralysis of one side, alleged to have been caused September 29, 1920, as resultant from a fall from a street car. Physicians certified that the paralysis was occasioned by cerebral hemorrhage. The evidence appeared to the Board to be inferential that the cause of disability might be traceable to the accident to which applicant and one of the examining physicians referred in giving a history of the case. The Board referred this case to the International President for further and more definite information, with authority to pay the claim if evidence obtained that established the fall from the car as the cause of disability.

Application for Disability Benefit in the Interest of Member John A. Bergstrand, Div. No. 518, San Francisco, Cal.—January 18-24, 1923

The history of this case was to the effect that Brother Bergstrand became a member of the Association August 21, 1913 and was 61 years of age at

the time of filing application for disability benefit. The application charged the disability to slipping on the footing on side of car. The physician's certification was in effect that under date of October 17, 1922, examination was made and it was found that Brother Bergstrand was "weak, emaciated, with a double integral hernia and is unfit physically to perform any kind of manual labor." In the absence of evidence that the double hernia was occasioned by the accident to which was referred in the application, the claim was regarded as not permissible for payment by the laws of the Association. It was enacted that the claim be disallowed.

Application for Disability Benefit in the Interest of Member Joseph Wiczorek, Div. No. 589, Boston, Mass.—February 6-11, 1922

In this case application was certified to under date of December 28, 1921, at which date applicant was some 9 years a member of the Association, and 78 years of age. Application was based upon cataracts upon both eyes, alleged to be resultant from a strain to the left side while lifting a gear case May 29, 1920, while employed as a machinist with the Boston Elevated Railway Co. The physician's certification was, in effect, that considering the age of applicant, 79 years, he was in good physical condition, except for his eyes; that the cataracts had not reached a stage of maturity necessary before an operation could be performed and that the applicant is unfit for further work. Statement of Brother Wiczorek sustained his presumption that his affliction was due to the strain he sustained in lifting the gear case May 29, 1920, a weight of 95 lbs., for which he was later bandaged in the hospital under the direction of the Liability Company who examined him. He returned to work the first of June following, with back and side considerably relieved, but not quite well. On August 17, he consulted an eye specialist, who informed him he had cataract on both eyes. He then had to leave the employ of the company, being unable to see to work. Cataract affliction, as understood by the Board, is a formation of an opaque substance over the lens of the eye that no medical aid is available, but operations are often successful. There was nothing in the evidence that could associate the affliction with the accident, neither could the nature of the cataracts and their appearance be regarded as attributable to accident, which was necessary to warrant the Board to approve of payment of disability claim. It was enacted that the payment of the claim be disallowed.

Application for Disability Benefit in the Interest of Member Thos. McGuire, Div. No. 620, Framingham, Mass.—January 18-24, 1923

The record and evidence before the Board was in effect that the brother became a member of the Association February 1, 1916. Claim was based upon disability alleged to have resulted from a piece of iron striking his glasses, breaking them, cutting his eye, and he was bothered by his eyes from then on. This accident occurred March 27, 1917, and applicant gave up employment June 21, 1921. Applicant's age was 69 years; employment, blacksmith. Certification of Dr. Austin St. Clair, of July 19, 1921, was that examination showed cataracts on both eyes, rendering applicant unable to continue at his trade, being practically blind. The certification did not connect the cataracts with the accident, besides the claim was filed as shown in the records, four years after the accident to which is referred in the statement. It was the opinion of the G. E. B. that payment of disability benefit in this case is debarred by Section 101 of the Constitution and General Laws, both by the fact that the blindness does not seem to be connected with the accident and further, that the accident occurred more than two years prior to the filing of the application. It was enacted that payment of the claim be disallowed.

Application for Disability Benefit in the Interest of Member George W. Wehman, Div. No. 627, Cincinnati, Ohio—February 6-11, 1922

Application was filed October 10, 1921, based on disability from Arthritis Deformans, alleged to have been caused by an accident occurring March 1, 1913, while claimant was employed as a motorman and was compelled to give up employment on account of the affliction August 1, 1921. The membership record showed that the brother became a member of the Association May 12, 1913, two months and 12 days after the alleged accident, upon which application for disability benefit is based. Dr. J. B. Beneke, under date of September 21, 1921, certified that Brother Wehman was found to be "suffering from a severe form of Arthritis Deformans involving practically all of the joints of his body." The history

of the case, is given as: "Injured in 1913, involving his left knee, which deformed his limb, so that four years later he was compelled to be operated upon to straighten out the limb. This condition, no doubt, was due to the injury. As to his general condition, making him incapable of work, it is due to the disease called arthritis deformans, which it is believed has nothing to do with the accident received in 1913." Certification of Dr. B. C. Willis bears upon the injury of March 1913, and that following this injury, arthritis deformans developed. This Doctor certified that: "In December, 1917, I did a re-section of the knee joint. Since that time his other knee joint has become affected and is quite deformed, this causing him absolute disability." Accompanying the application was a certification of Mrs. Wehman, supporting the accident. Brother Wehman, himself, also certified to the accident that occurred in March, 1913. The General Executive Board observed that payment of this claim is prohibited by that part of Section 101 of the Constitution and General Laws, which reads: " * * * no claim for disability will be entertained or allowed where the accident has occurred two years or over prior to the time of filing such claim." The time intervening the accident and the filing of the claim was some 8 years. The Board enacted that payment of the claim be disallowed.

Application for Disability Benefit in the Interest of Member Christian Smith, Div. No. 627, Cincinnati, Ohio—August 14-18, 1922; January 18-24, 1923

The history of this case, and evidence was that the application was based upon paralysis of one side, alleged to have been caused September 29, 1920, as resultant from a fall when about to alight from a street car. Certifications of physicians were that the paralysis was occasioned by cerebral hemorrhage, and that cause of disability might be traceable to the accident. The evidence was incomplete as appearing before the meeting of August 14-18, 1922, and it was deferred to await further evidence. The application was received February 22, 1922, applicant having become a member of the Association May 14, 1913. His age was 66 years. When the case was again placed before the Board, January 18-24, 1923, evidence was that the accident occurred in the Spring of the year, and the cerebral hemorrhage took place in September following, and that there was nothing to show that the incapacitation was due to the accident. This was subscribed to by Dr. Beneke. Being unable to associate the disability with any accident or incident in employment, as required by the laws of the Association for payment, the Board enacted that payment of the claim be disallowed.

Old Age Benefits

Claims for Old Age Benefits were submitted to and acted upon by the Board, during the two years term, as follows:

Claim for Old Age Benefit in the Interest of Member James W. Shane, Div. No. 98, Akron, Ohio—February 6-11, 1922

Claim was of date of July 27, 1921. The record and evidence accompanying the claim was that applicant had been a member of the Association 22 years and was 65 years of age; Brother Shane retired from street railway service June 1, 1914; alleged cause of retirement, ill health. He retired from the street railway service some 7 years before filing the claim for an old age benefit, and later engaged in work with the Firestone Rim Company, in the Miscellaneous Store Room of this Company, in Akron, where he had been employed for five years, at the end of which time he resigned the job on account of alleged failing health. For two years previous to filing the application, he worked only on small jobs. Certification of Dr. Everett T. Skeels, of Akron, under date of July 27, 1921, testified that he had treated Brother Shane during the past six years and that applicant had been physically unfit to do any manual labor for the past year, and was at that time physically unfit for daily labor. The Board held that payment of this claim is prohibited by that part of Section 107 of the Constitution and General Laws, which reads: "A member to be entitled to the Old Age Benefit must be employed as a street and electric railway worker when applying for old age benefit." It was enacted that payment of the claim be disallowed.

Claim for Old Age Benefit in the Interest of Member Thomas Murphy, Div. No. 113, Toronto, Ont.—January 18-24, 1923

The history of this case is that Brother Murphy became a member of the Association June 17, 1902, and at the time of filing application for old age benefit was 20 years, 3 months and 29 days in

membership. His age was 65 years and 2 days. Was employed as a motorman from 1885 to 1916 when he gave up employment on account of total disability, due to his old age. Physician's certification upon the case was that Brother Murphy was totally disabled from following his occupation as an employee of the street railway, from deafness of the left ear and cataract of the left eye. Secretary Wm. D. Robbins certified that Brother Murphy had quit the railroad business in 1916 due to his inability because of loss of eyesight and had moved to Muskoka, where he and his wife were engaged in taking in Summer tourists to board. The evidence was that applicant gave up employment in 1916, some six years before applying for old age benefit, and at a time when he was not the required age to obtain an old age benefit. The Board regarded that payment of the claim would be prohibited by Section 107 of the Constitution and General Laws, and enacted that payment of the claim be disallowed.

Claim for Old Age Benefit in the Interest of Member Thomas Dunn, Div. No. 148, Albany, N. Y.

August 14-18, 1922; January 18-24, 1923
Claim for old age benefit in this case was filed April 20, 1922, when applicant was 66 years of age and 21 years, 11 months and 20 days in continuous membership. Certifications of physicians were to the effect that the physical condition of the brother prohibited him from working at street railway employment, due to a crippled hand, the thumb of the right hand being dislocated and muscles paralyzed. The evidence accompanying the case at the first consideration of this claim was regarded as incomplete and it was held for further evidence. The further evidence was supplied at the final consideration of the claim, establishing complete disability, prohibitive of further employment, and resultant in the street railway service. It was enacted that the claim be approved for payment.

Claim for Old Age Benefit in the Interest of Member Byron W. Folmsbee, Div. No. 304, Glens Falls, N. Y.

August 24, 1923
Claim for old age benefit by Member Byron W. Folmsbee was certified to April 25, 1923. Claimant was 65 years of age at time of filing application and became a member of the Association May 8, 1902, having been in membership nearly 21 years. Was employed as motorman by the Hudson Valley Company from April 1, 1894 to May 29, 1920. Physician's certificate by Wm. C. Cuthbert, M. D., April 12, 1923, states: Applicant "is suffering from a condition of varicose veins of the left leg, which incapacitates him from any work which requires that he should stand constantly on his feet. This would incapacitate him as a motorman on the railroad." Statement of Secretary T. Sweeney, of Div. No. 304, is that Brother Folmsbee quit the road three years ago on account of varicose veins, which were caused by constantly standing while employed as motorman. Section 107 provides that for a member to obtain the old age benefit, he must "be employed as a street and electric railway worker when applying for old age benefit." In that the applicant, according to his statement, became debilitated not from old age, but from varicose veins prior to arriving at the age of 65 years, and alleges that therefore, he left the service three years prior to arriving at the age of 65 years, and two years prior to arriving at 20 years in membership in the Association, it appeared clear to your Board that he had not qualified as being entitled to the old age benefit. It was regarded that under the provisions of the Constitution and General Laws governing the payment of old age benefits that payment of old age benefit in this case is debarred. It was enacted that the claim be disallowed.

Death Benefit Cases

Cases of claims for benefits upon deaths of members submitted to the Board for its consideration and action, and the records thereof, were as follows:

Application for Benefit upon the Death of Late Member Giovanni Teolis, Div. No. 790, Montreal Que.
August 24,—1923

The history of this case is that deceased Brother Giovanni Teolis became a member of the Association March 1, 1918; occupation, trackman. Death occurred November 27, 1922; age given in application for funeral benefit at time of death, 49 years. Duration of membership in application given as 4 years and 9 months. Application for funeral benefit certified to November 29, 1922. Check of \$350 was forwarded in payment of this death benefit claim December 14, 1922, payable to the widow, Mrs. Giovanni Teolis. General Office enrollment record of deceased represents his date of entrance into the Association as March 1, 1918, age 45 years and pay-

ment of death benefit in the sum of \$350 was made in accordance with Section 100, the 5th paragraph, which provides: "In case a member, who at the date of admittance into membership is 45 and under 50 years of age, in the event of death during the 5th year of continuous membership shall receive \$350;—" Deceased's death occurred in the 5th year and his death, as per the enrollment of membership data, entitled the beneficiary of deceased to \$350, only. Following the payment transaction of the claim, per the basis of General Office Record enrollment and under date of March 14, 1923, a letter was received from Financial Secretary J. L. Bourbonniere stating that the beneficiary, Mrs. Teolis, claimed she was entitled to \$400, stating that her husband was 49 when he died and 44 when he entered the Division. It is also explained that in the Doctor's certificate produced Brother Teolis gave his age at that time as 50, and until she could prove by a birth certificate the exact age of her husband, \$350 was all she could receive according to the Constitution. The Secretary was given a birth certificate of deceased, which he forwarded to the General Office and it was dated "Galcuccio (Italy), February 19, 1923" and signed by "Officer of the Civil State, G. Iadecula," which certified that Brother Giovanni Teolis was born April 14, 1873. Fixing his age at the time of entering membership at 44 years, as this was on official certificate of the age of deceased, it was enacted that the claim be allowed upon that basis and that a further \$50 be allowed upon the claim.

Claim for Funeral Benefit upon the Death of Late Member J. Robert Mansfield, Div. No. 819, Newark, N. J.—August 14-18, 1922

Application in this case was under date of March 20, 1922, certifying that the late brother became a member of the Association August 1, 1918; that he died of cerebral apoplexy November 6, 1921. The General Office record identified this member as having entered the Association July 1, 1919. Basing his disposition of the case upon this date of membership the International President had adjusted the claim for payment of death benefit in the sum of \$150. The check was returned with a petition that further investigation be made, holding that upon deceased entering the Association August 1, 1918, the benefit would have accrued to have represented \$250 instead of \$150. The records of the case before the Board, however, showed very clearly that the initial membership of the only Mansfield identified as the deceased, dated only from July 1, 1919. It was enacted by the Board that this should measure the liability of the Association for Funeral Benefit upon the death of late member Mansfield, and that the decision of the International President should be sustained and the I. P. be directed that the funeral benefit claim be paid at \$150, as being the limit of responsibility of the International Association in the case.

Claim for Funeral Benefit upon the Death of Late Member Marion Duval, Div. No. 820, West Hoboken, N. J.—August 14-18, 1922

The record and evidence in this case, together with the application, were in effect that deceased became a member of the Association September 1, 1920. Death occurred February 7, 1922 of pulmonary tuberculosis. Deceased was 26 years of age at the time of death. Hospital records, as appearing in a statement before the Board, showed that on June 1, 1920, deceased had told his own physician that he did not feel so well but he was not compelled to lay off his work until June 1, 1921. He was admitted to the hospital November 18, 1921. Statements seemed to bear out before the Board that deceased was afflicted with tuberculosis at least as early as June 1, 1920, some three months prior to becoming a member of the Association, and that some 17 months subsequent to becoming a member and some 20 months subsequent to contracting the tubercular condition he died from the affliction. It appeared that to allow the claim would be in violation of Section 89 of the Constitution and General Laws which prohibits the payment of death benefit upon the death of a member who, at the time of becoming a member has an affliction from which he is overtaken by death within the two years succeeding his attaining membership. The Board enacted that the claim be disallowed.

Appeals to and Decisions Thereon by the G. E. B. Div. No. 26—Appeal of Members Neil McLellan, Wm. Stinson and Archie D. Black
January 18-24, 1923

This appeal was of date of December 6, 1922, and was pertaining to and more in protest of the methods employed by the officers and election committee of Division No. 26, in the election held December 4,

1922. Contention of appellants was that the election was in violation of the laws of the Local cited in the appeal where Section 11 of the by-laws stipulated that "The president shall appoint a sufficient number of inspectors, whose duty it shall be to take charge of the nominations and elections; no two inspectors shall be appointed from the same line. No candidate for any office shall act as an inspector." Section 14 that provided: "A member desiring to vote shall present his working card for the current or preceding month—." Appellants alleged that the president in appointing election inspectors, had appointed 7 inspectors from one line, whereas he was permitted to appoint but two inspectors from that line. It was held that Section 14 had been violated by permitting a number of men to vote who had no working card, as the law required. The evidence before the Board showed that there had been technical violations of Sections of the Local By-laws cited, in that in a measure the appointment of election inspectors had been disregarded and a type of members had been permitted to vote who were entitled to working cards, but had not yet received them from the Secretary or Executive Board, due to the policy of the Local by which newly acquired members are in the regular order given their first working cards. Evidence showed that 73 members of this class had voted. There was no protest that there had been any irregularity practiced on the part of the inspectors of the election who had been appointed and, further, the balloting showed that the 73 members who had voted without the working card were a minor fraction of the majorities upon which the officers were elected. Neither was it held that the subject of another protest: That of permitting members not in employment who were entitled to vote, to vote regardless of the Station at which votes were accepted, entered into the election in any way to interfere with the majority. This, however, was not a real violation of the election laws, but the system did accord the privilege of this class of voters to pass from one election booth to another and vote more than once in the event that such voters would take advantage of this opportunity. It was not shown that it was done. It was also held by appellants that certain of the members qualified to vote were barred from voting. There was but one instance of this class, which was resultant through an error in name on the register list. It was the opinion of the Board, and so expressed in passing upon this case, that members must be in possession of either the current or preceding month's working card to be eligible to cast ballots. In passing upon the appeal, the General Executive Board ruled that the present officers, in so far as being elected by majority votes of qualified electors, had been legally elected and should retain their office, but in the future the errors and mistakes developing in the recent election should be avoided and the laws and policies of the Association and Local adhered to. To have set aside the election and issued an order for another election would have been a financial burden to the Local, which the rank and file of the membership would have been compelled to sustain, and without material change in results of the election. The Board felt that it was not justified in adding this burden to the Local and it was the expressed position of appellants who appeared before the Board that there was no desire to impose a new election upon the Local, the purpose being to obviate like errors in future elections.

Div. No. 85, Pittsburgh, Pa.—Appeal of Member James Nash—January 18-24, 1923.

This appeal was from action of Division No. 85, wherein the Local Division concurred in an original count of ballots at an election of officers held by the Local December 12, 1922 and applied to the vote taken at the Highland Barn Division for Executive Board Member, in which appellant and Member T. M. Bechtel were contestants. It set forth that the original count accorded 114 votes to Bechtel and 110 votes to Nash, the appellant. Appellant later asked for a recount. This recount was granted by Division No. 85. The appeal set forth that in the recount, there were found 222 ballots in the ballot box, instead of 226, as recorded as of the first count; that of the 222 ballots, each contestant, Appellant and Bechtel, was accorded 110 votes with two ballots that did not give a vote to either candidate; that later this question of election counts was taken up by the Executive Board of the Local; that with the Executive Board a motion prevailed that the first count should stand; that this recommendation was made to a subsequent regular meeting and carried, thus denying a re-election at the Highland Barn. The records of the case showed that there was before the Executive Board and before Division No.

85, evidence to the effect that ballots became missing between the original count and recount, showing that the decision of the Local Board and the Local Division had been based upon the evident conviction that five of the ballots accounted for in the original count were not available to those who conducted the recount. In that all statements agreed that there was a discrepancy in the votes, the General Executive Board felt that the Executive Board of Division No. 85, together with Division No. 85, was the competent authority to determine upon this subject and in consideration of all phases of the election and the manner of its disposition, the Board enacted to sustain the Local Division in refusing to authorize a new election.

Div. No. 98, Akron, Ohio—Appeal by the Local February 6-11, 1922

This appeal was upon a subject involving Divisions Nos. 98 and the A. B. C. Branch of Division No. 268, Cleveland, Ohio, members of both Locals being employed upon the Northern Ohio Traction Company property. It was in effect a petition from the Local for the General Executive Board to determine the seniority standing of three members of the Association as brakemen upon the work train. Two of the brakemen were represented as members of Division No. 98, and one as a member of Division No. 268. There were three trains upon which these three members had been previously employed. Two of these trains were being operated, in so far as motormen and conductors were concerned by the N. O. T. Branch of Division No. 268. One was operated in the same respect by Division No. 98. One of the trainmen working upon one of the runs under the jurisdiction of Division No. 268, was a member of Division No. 98, Akron. The company took one of these trains off. Both brakemen, members of Division No. 98, were older in the service than the member of Division No. 268. The question upon which an opinion was sought was as to whether the two positions should be allotted to the two senior brakemen or whether they should be allotted in respect to membership in the Local Divisions, each Local Division having one of the remaining two trains. The evidence showed that the employment of these three members had not been in respect to their membership in either of the Locals during the period of the operation of the trains, but in respect to seniority in employment. The agreements provide that: "Seniority on all work trains will be out of the barn from which they (the men) work." These work trains all work out of the same barn. The Board enacted that seniority upon these trains, as applying to brakemen, is governed upon the basis of term of employment at the barn, regardless of to which Local said brakemen may belong.

Div. No. 101, Vancouver, B. C.—Appeal of Member John Fexcroft—August 24, 1923

This appeal was from an enactment of Division No. 101, in which a fine was placed upon appellant for violation of a paragraph of Section 17 of the Local By-Laws, which paragraph reads: "Any motorman or conductor who has finished his regular schedule is not allowed to take any additional work except in case of an unforeseen circumstance happening, or except by written permission of the president or the business agent of the Division." Appellant worked overtime in violation of this Section and was fined the overtime pay fixed by the Local at \$16.95. The excuse given by appellant for this overtime work was that he was drawn on jury work and had lost considerable time from his employment. Appeal was first taken to the International President, wherein appellant based his appeal largely upon the presumption that the Local Division was without authority to place fines upon its members, having cited a decision upon the fine of a member for non-attendance at meetings, in which case an appeal was taken and a decision rendered to the effect that the Local had not such authority. The International President in his decision held that in that there was practically an admitted violation of the by-laws he had no authority to set aside the action of the Local, thus sustaining the Local in its position taken, that it had authority to discipline infractions of the by-laws. He sustained the course of the Local as being reasonable in placing the fine exacted. From this decision an appeal was taken to the General Executive Board on an alleged irregularity in the proceedings of the Local prior to placing the fine. Before the General Executive Board was the record of the case and the procedure of the Local in inflicting the discipline upon appellant. There was nothing in the appeal that added to or took from the evidence that was before the International President in passing upon the appeal. The procedure was also in accordance with the policy of the Local in dealing with this

particular type of infraction of by-laws. Case was deferred to a session of the G. E. B. to be held concurrent with the 18th Convention, as there was evidence that the member had suffered one penalty for the offense.

**Div. No. 111, Ypsilanti, Mich.—Appeal of Members
Henry R. Mason, Claud Cripe and Geo. W. Bridger
January 18-24, 1923**

This appeal was from an enactment of Division No. 111, wherein the Local had discontinued an application for pay for lost time by appellants. The appeal set forth that appellants were a crew of a freight train operated by the Detroit, Jackson and Chicago Railway, and that on Saturday morning, July 1, they were requested to load a train with freight at the Detroit Freight Terminal; that it was the usual routine that the freighthouse workers were to load cars; that preceding this, the question of trainmen loading freight at the Detroit Terminal had arisen and that there was some understanding that they were not to load the freight, even if so directed by the Freight Terminal Superintendent, and that this information had been conveyed to them by the then President Chas. Willetts of the Local, and upon the strength of his advice they refused to comply with an order of the Detroit Terminal Freight Superintendent to load the freight cars. They were suspended from service and after the loss of some 15 days time, were returned to their employment. It was charged that the case had been before the Local and the members voted not to sustain the petition for pay for lost time to the point of arbitration. Before the Board appeared appellants and President Willetts. From the oral and written evidence before the Board the Local, through its president, had acted upon the cases in good faith and had ultimately prevailed upon the company to reinstate the men, but the company refused to pay the lost time petitioned for and Division 111 had voted refusal to submit the cases for arbitration, feeling that the evidence that would be submitted would be held by an arbitration board as not warranting a decision in favor of the appellants. It was clear that so far as the officers of the Local were concerned, there had been no neglect in the case and that full consideration had been given by a meeting of the members, where they held that an arbitration board would hold that appellants should have loaded the freight under protest and then taken the case up with the purpose of eliminating any further loading of freight, if possible. There was also before the Board the admission of appellants that they felt, themselves, that they had been a little too hasty in the matter. The Board held that in cases of the kind where disputes arise between individual members and an employing company, the Local Division has full autonomy, and that when appeals are taken, they should be acted upon by the G. E. B. first, as to the question of whether there has been neglect or prejudice on the part of the Local and its officers; second, that such cases should be given consideration where there is no neglect or prejudice, only upon request of the Local Division. There was no evidence in this particular case to suggest the conclusion that the case was neglected or dealt with through prejudice on the part of Division 111, or its officers. It was enacted that the appeal be not sustained.

**Div. No. 194, New Orleans, La.—Appeal by Member
James Rodgers—January 18-24, 1923**

The appeal set forth that at an Executive Board Meeting of the Local held August 16, 1922, an amendment to the by-laws of the Local was introduced which would compel the president to devote his entire time to work of the Association and provide a regular monthly salary. This was favorably reported to a regular meeting of Division No. 194, August 23, 1922, where it was advanced to second reading held September 13, 1922; that the amendment at this meeting came up for final adoption; was adopted by but two dissenting votes, and forwarded to the General Office, where it was approved. At the next regular meeting held September 27, 1922, when the minutes of the previous meeting were read, a motion was made to approve the minutes, except that of the adoption of the amendment in question. The President took the position that that part of the minutes was considered as part of the laws and would not entertain the motion. Upon appeal, this ruling was not sustained. A vote was then taken on the original motion, which was carried, thus defeating the by-law. It was from this alleged action of

the Local Division that the appeal was made. The basis of the appeal was that the amendment had been adopted and approved by the International President and was, therefore, a part of the by-laws of the Local Division and not subject to reversal by a vote at an immediately following meeting. The records of the Local show that the provision was adopted by the Local on a vote of 32 to 17. The by-laws of the Division provide that amendments must be adopted by a two-thirds vote, which would have necessitated in a vote of 49, as recorded in this case, an affirmative vote of 33 of the 49 votes. The non-concurrence vote, it is stated in the records given by Secretary Gus J. Bienvenu, was upon a vote of 29 to 21. The recorded votes of the meetings of August 23 and September 23, show that at the August meeting, the subject received the vote of 49 members and on September 23, the vote of 50 members, whereas the total membership of Division 194 showed that approximately two members out of each 100 were present to deliberate and vote upon this proposition. It appeared to the G. E. B. that the adoption of a by-law by such a small proportion of the men upon which there was an expression of such contention, was not to the best interest of the great bulk of the membership of the Local. The G. E. B. ruled that the amendment be submitted to a vote of the membership in such manner, or at such meeting, or meetings, that would bring an expression from a large number of the membership, and then that the same be adopted by a two-thirds vote of those voting upon it.

**Div. No. 235, Brockton, Mass.—Appeal by the Local
February 6-11, 1922; August 14-18, 1922**

This appeal of Division No. 235 was from a decision of First Int. Vice-Pres. Wm. B. Fitzgerald, rendered by him under date of October 6, 1921 upon an appeal of Division No. 373, Hyde Park, Mass. In the appeal of the Hyde Park Local, it was stated that the Hyde Park and the Milton Car Barns had been consolidated. The decision of Vice-Pres. Fitzgerald was to the effect that the Hyde Park Barn, from which Division No. 373 held jurisdiction had been consolidated with the Milton Lines upon which, to the time of transfer, operation had been under the exclusive jurisdiction of Division No. 235. The Fitzgerald decision gave seniority rights to the Hyde Park men at the Milton Barn in accordance with date of employment by the operating company upon the Hyde Park Division. In its appeal from the decision Division No. 235 held that the Hyde Park membership working from the Milton Barn was not operating service consolidated with the Milton Barn, but was working transferred service, which, under the agreement existing jointly between the various Locals interested and the employing company, granted to the Hyde Park members only such concessions as would encompass the amount of work transferred, and that all others coming to the Milton Barn were subject to employment at the foot of the extra list, only. At the Board Meeting of February 6-11, 1922 the Board concluded that the situation should receive further investigation at the hands of an international officer and deferred the case to await such investigation. In making further investigation the International President detailed Second Int. Vice-Pres. P. J. O'Brien upon the case. Under date of May 18, 1922 Vice-Pres. O'Brien reported that he had attempted to bring about a compromise but failed. The I. P. stated to the Board at the meeting of August 14-18, 1922 that in his investigation, he found to exist a joint contract with the company, in which these Locals with others were parties, in which existed Section 15, that provided: "If a car, or cars, are transferred from one barn to another, or any other changes are made which cause a decrease of work in one barn and the consequent increase in another, a number of crews sufficient to supply the cars being transferred, seniority prevailing, shall be allowed to transfer with the work, and in the event of broken work, pieces of runs, extra trips and the like being transferred, for each nine hours of such work a crew shall be allowed to transfer, seniority prevailing." Further evidence was that when the Hyde Park men were transferred to the Milton Barn, the membership of Division No. 373 transferred with the work had been temporarily transferred with expectation that the Boston Elevated Company, different from the employing company, would take over all of the Hyde Park Division, when these men would be transferred to the Boston Elevated and become a part of that system. For this reason, they operated cars at the Milton Station upon a separate list. Later, it was learned that the B. E.

Co. would not take over the Hyde Park Lines. Then the cars were placed in operation as the agreement provided. All regular runs and the work due to the Hyde Park Barnmen, under the terms of the agreement, Section 15, were by Division No. 235, conceded to them. The dispute arose over the disposition that would prevail regarding the extra men, and had no effect upon those who had regular runs through the transfer at the Milton Barn. Consideration of the appeal led the General Executive Board to the conclusion that the agreement, Section 15, appeared to comprehend cases like the one in dispute and that it should prevail in the dispute. It was enacted to reverse the decision of the First Int. Vice-President, basing its action upon Section 15, sustain the appeal of Division No. 235, and direct that seniority prevail in accordance with agreement, Section 15.

Div. No. 236, Alton, Ill.—Appeal of Member Louis C. Hoffman,—August 14-18, 1922

This appeal was from an interpretation of former decisions of the International President, the General Executive Board and the late Atlanta Convention, upon the subject of seniority that involved the interests of Division No. 236, Alton and 805, E. St. Louis, Ill., as arising from the consolidation of the extra board, from which members of the two Locals worked, and in respect to seniority rights thereon. A decision had been rendered by an arbitration board, establishing a condition in agreements held respectively by the Locals involved. The appeal set forth that appellant was first employed in October, 1913 and worked extra until he obtained a run upon the Alton City Lines in May, 1916. He then held his seniority upon the city lines as a regular, until August, 1921, when he was replaced to the extra list by the introduction of one-man cars. Since being so placed, he had been required to work city and interurban extras, while men junior in the service had been moved to regular interurban runs. Responding to the appeal were statements of President W. L. Perry, of Division No. 805, that appellant worked continuously on said city cars until recently and to the day of the response to the appeal, had not qualified as an interurban trainman. The respondent cites the award of arbitration under which the two extra boards were consolidated and which award is contained in the agreements as effective from January 1, 1916, in which it was cited that the contention involved the Alton, Granite and St. Louis Traction Company Seniority Board of Conductors and Motormen, and that the above named company includes as the properties upon which the award shall maintain, the Alton City Lines, Horseshoe Lake Lines, Alton Interurban Lines, Brooklyn Division, and Mitchell-Edwardsville Division. In consolidating the board, in part, the decision reads: "Conductors and motormen failing to assign themselves to runs to which their seniority would permit on any other Division, will not affect their seniority rights on that Division. Men so bidding in positions on one or the other Division and for unforeseen reasons the board may be changed or conditions be brought about that a reduction in the force may be necessary, the men so affected will again take their original seniority on the consolidated board and will thereafter have the choice to which their seniority entitles them in bidding in a regular run at either Alton or on the interurban line." It was enacted that the appeal be sustained and that the Local Divisions involved be instructed that it is the decision of the G. E. B. that Louis C. Hoffman, Appellant, in being returned to the extra list due to unforeseen reasons, namely, the introduction of the one-man car, carries with him his seniority upon the consolidated extra board from date of entering the street railway service.

Div. No. 238, Lynn, Mass.—Appeal of Member Everett D. Lewis,—February 6-11, 1922

This case developed from a dispute on seniority as between Appellant and Motorman E. A. Gould in respect to their seniority as operators upon one-man cars. In that later information attests that Motorman Gould, one of the parties to the dispute, had withdrawn from street railway service, further consideration of the appeal was regarded by the G. E. B. as unnecessary, in that the question involved a contention between Appellant and Gould only.

Div. No. 308, Chicago, Ill.—Appeal of Pres. Wm. Mylan and Executive Board Member W. Brittingham, James McArdle, Patrick E. Feeney, Elizabeth M. Corrigan and Lawrence Toblin.

August 14-18, 1922

This appeal was from action of Division No. 308, with a record that on August 1, 1922, the Local associated with Division No. 241, in joint action and suspended work pending a wage dispute between Division No. 241 and the employing company, and upon which it had been agreed that the two Locals should associate, Division No. 308, to be governed by the movements of Division No. 241, in the wage negotiations and vice versa. This wage dispute was later settled between Division No. 241 and the company employing the members of that Local, and the conditions of the proposed settlement were submitted for a referendum vote of the members of both Locals. The settlement was approved by a joint vote of 9,022 for adoption of the settlement, and 5,086 against it. The settlement was thus approved by a joint vote by a majority of 3,936 votes. The evidence showed that 14,108 votes were cast, being some two-thirds of the total membership of the two Locals. It was clear that the two Locals had an understanding by which they were to act jointly upon the settlement. Division No. 308, by virtue of such associating with Division No. 241 in a settlement involved itself in a compact to be controlled by a majority of the united vote of the two Locals. Further, the evidence showed that the settlement was made, the membership having returned to work and an agreement signed between the company employing Division No. 308, and Division No. 308, by which the strike incident was thereby closed. At a later meeting of Division No. 308, and nearly a week following the agreement, and the resumption of work, a motion was made to hold a second referendum election "to find the true sentiment of the members." An amendment was offered to the effect that if a majority voted "No" on the proposition, the members would again go on strike. The amendment was unanimously voted down. President Mylan of the Local ruled the motion out of order. An appeal was taken from a decision of the Chair and the President's decision was overruled. The original motion carried, to the effect that the Local hold another referendum election. It was from this action of the Local that the appeal was taken. The General Executive Board's decision was, that the motion to hold a second referendum upon the recent wage agreement settlement be overruled and set aside and that the officers and Executive Board of Division No. 308 be instructed to give no further consideration or attention to the resolution passed in the meeting of August 12, calling for a second vote upon the strike settlement and the appeal was sustained.

Div. No. 717, Manchester, N. H.—Appeal of Member Samuel Pritchard—August 24, 1923

The history of this case is that Appellant Pritchard April 16, 1923, was on the extra list and classed as "Extra." He had no regular run. On April 16, he worked an 8-hour day. Following the completing of his service day, he was requested to swing onto another run at 6 P. M. to relieve a member who was on a ball committee, the ball to be held that evening. He refused to take this extra work. The company regarded his refusal as an offense and dismissed him from the service. His case was called to the attention of the president of the Local, who in a communication bearing upon the case states that the case was taken up with the management in an endeavor to obtain the reinstatement of Appellant in the service. The President and Executive Board, the evidence is, tried in every possible way to put him back, but it was of no avail, the Superintendent claiming that a spare man refusing to go to work when he is entitled to work automatically lets himself out. A communication of June 4, by Appellant to the International President, bears the statement that the reason he appealed was "because the Local here could not do anything, and I don't think I had a fair deal, as I have always attended to my work and this was my first offense." He further states: "Mr. Kendrick, the Superintendent said that he was sorry, but it was a case of discipline and the punishment for this is discharge, which I think is too severe. He also said that he would hire me back, but not in the near future." The decision of the Int. Pres. was in effect that the Local had taken up the case, complying with its obligation, to the member and had been unable to obtain Appellants reinstatement; that he (the I. P.) found nothing wrong with the action of the Local Division and, therefore, dismissed the appeal. This being a case wholly within the jurisdiction of the Local Division, and one, in which the Local had not petitioned for assist-

ance from the International, and there being no evidence as cited by the International President that the Local had neglected its duty or acted under prejudice in handling the case, the G. E. B. sustained the decision of the International President and overruled the appeal.

Div. No. 947, Morristown, N. J.—Appeal of Member Willard E. Shaffer—February 6-11, 1922

This appeal was from action of the Local in refusing to accept an excuse of Appellant for non-attendance at a regular meeting held December 12, 1921. The excuse was the inconvenience from requirements in the operation of Appellant's run, it being remote from the points at which the meeting was held, and at such hours as to make it very inconvenient to attend. The G. E. B. in reviewing the evidence rendered an opinion that from the hours of service upon his present run, Appellant working upon a Branch Line, impelling remoteness in employment from the place of meeting, which, together with hours of service at work, constituted a plausible excuse. The Board enacted to recommend to Division No. 947 that the excuse be accepted, together with necessary reparation by the Local. The member had been fined for non-attendance at the meeting.

Div. No. 961, Alexandria, La.—Appeal of Member Gus Mertens—February 6-11, 1922

This appeal was in reality a petition from Division No. 961 for an opinion upon the subject of liability of the Local for sick benefits in a case of an accrued period wherein, in the event of good standing in the Local of Member Gus Mertens sick benefits would have been paid without question. An indebtedness to the Local on the part of Brother Mertens had been carried from time to time, which indebtedness was subject to be paid on the first working card issued after the indebtedness accrued. Also, pending the sickness of Brother Mertens at a hospital, his dues had accumulated, standing as an addition to his present indebtedness. The Board recognized that pending this period of accumulated dues, there also accumulated to the credit of Brother Mertens sick benefits aggregating \$50, as per statements submitted. The Board enacted, directing the Secretary to transmit to Division No. 961 an opinion bearing the sense of the Board to the effect that Brother Mertens was entitled to the \$50, sick benefits, minus his previous indebtedness and such dues as accumulated or might accumulate by the time sick benefit accounts should be satisfied.

Enactments upon Decisions on Appeals

Decisions Made by the International President and First International Vice-President upon Appeals

The reports of the International President to the General Executive Board at its various meetings embraced records of decisions of the International President and the First Int. Vice-President upon appeals. These cases were submitted to the Board for its action in the matter of approval or disapproval of the decisions. Except the cases upon which appellants took appeals from these decisions rendered by the International President and First Int. Vice-President, the cases so reported and the decisions thereon being approved by the G. E. B. were as follows:

Meeting of Feb. 6-11, 1922

Decisions on appeals at this meeting were submitted from Locals as hereinafter stated and decisions rendered by the International President as follows:

Division No. 103, Lee Roberts, Appellant; Division No. 107, Joseph Oatway, et al., Appellants; Division No. 113, H. B. Oakley, Appellant; Division No. 194, Otto A. Puderer, Appellant; Division No. 489, Appellants, D. Soden, H. Daley, V. L. Smith, P. H. Allen, H. B. Mills, H. M. Bogart, James McKewell, R. Prodis, S. F. Riftenbarry, S. J. Corgan, J. J. Johnson, A. L. Rogers and C. B. Dixon; Division No. 618, Harry M. Crown, Appellant; Division No. 819, Richard A. Holthusen, Appellant; Division No. 925, Gloversville, N. Y., W. L. Shaffer, Appellant.

Decisions of First Int. Vice-President

Division No. 103, Appellants C. E. Bartlebaugh, Clarence Wood and H. L. Rayl; Division No. 690, Fitzburg, Mass., Clarence E. Lord, Appellant.

Meeting of August 14-18, 1922

Division No. 22, Worcester, Mass., Appellant Frank A. Donnelly; Division No. 85, Pittsburgh, Pa., Appellant, Wm. H. Greaves; Division No. 194, New Orleans, Appellant, John C. Hylland; Division No. 194, New Orleans, Walter LaFrance; Division No. 194, New Orleans, La., Peter Brown, Jr., Appellant; Division No. 308, Halifax, N. S., Michael Lowe; Appellant; Division No. 589, Boston, Mass., C. G. Rose, Appellant; Division No. 589, Boston, Mass.,

Harold Knapp and 69 others, Appellants; Division No. 618, Providence, R. I., Reuben Weymouth Appellant; Division No. 737, Portland, Ore., H. Strugats, Appellant; Division No. 737, Portland, Ore., O. C. Frank, Appellant.

Decision, or rather adjustment made by Sixth Int. Vice-President Geo. A. Dean, upon an appeal of A. Chapman, et al., of Division No. 818, Oakland, Calif., was approved.

Meeting of Jan. 18-24, 1923

Division No. 26, Detroit, Mich., Appellant, Wm. Stinson; Division No. 103, Wheeling, W. Va., Paul Mink, Appellant; Division No. 118, Pottsville, Pa., Reuben Bensinger, Appellant; Division No. 194, New Orleans, La., A. D. Arboneaux, Appellant; Division No. 702, Canton, Ohio, B. W. Saxton, Appellant.

Decision of First Int. Vice-Pres. Wm. B. Fitzgerald upon appeal of Carl Johnson, Division No. 22, Worcester, Mass., was approved.

Decision of Second Int. Vice-Pres. P. J. O'Brien upon appeal of Member John Hurley, Division No. 589, Boston, Mass., was approved.

Meeting of Aug. 24, 1923

Division No. 26, Detroit, Mich., Henry A. Liening, Appellant; Division No. 114, Youngstown, O., T. J. Carney, Appellant; Division No. 114, Youngstown, Ohio Tom Kearney, Appellant; Division No. 194, New Orleans, La., W. E. Glenn, Appellant, (Appeal withdrawn); Division No. 228, Joliet, Ill., T. Keigher, T. Condon, P. Eickhoff, E. McLaughlin, and E. Lundin, Appellants; Division No. 228, Joliet, Ill., Peter Eickhoff; Division No. 732, Atlanta, Ga., F. C. Tinsley, Appellant; Division No. 788, St. Louis, Mo., E. P. Johnson, Appellant.

Decision of First Int. Vice-Pres. Wm. B. Fitzgerald upon appeal of Member Geo. Mosley, Division No. 194, New Orleans, La., was approved.

Miscellaneous Rulings and Enactments

Preceding the financial and audit features of this Report have been given enactments of the Board pending and immediately succeeding the previous convention, in which is also incorporated the enactments of the Board at its first meeting. Therefore, the enactments and rulings of the Board are scheduled to follow in regular order as the regular meetings were called, as the only special meeting was held in Chicago to care for the sick and burial expense of our late G. E. B. Member J. C. Colgan as has also been heretofore detailed in this report. Thus, the Report continues from the Second Regular Meeting.

Second Meeting of the G. E. B.

February 6-11, 1922

Enactments and rulings at this meeting were:

Upon petition through Association Organizer J. M. Parker for benefits in the interest of Divisions Nos. 884, Portsmouth, 891, Norfolk and 910, Richmond, Va., the Board appropriated \$4,000 for relief of the members.

A petition from Division No. 623, Buffalo, N. Y., for the assistance of an International Representative to attend certain meetings of the Local was placed in the hands of the International President with authority to comply with the request.

Authority and approval for remittance of per capita tax to assist Divisions Nos. 441, Des Moines, Iowa, 587, Seattle, Wash., 800, Eureka, Calif., 817, Columbus, Ohio, 841, Saginaw, Mich., 860, Bay City, Mich., 904, Greenville, S. C., 910, Richmond, Va. and 964, Dayton, Ohio, was given. Except Divisions Nos. 817, Columbus, Ohio, 904, Greenville, and 587, Seattle, these Locals were either locked out or on strike. The three named were involved in endeavors of establishment, except the Seattle Local that had been involved in extended expense in an endeavor to maintain desirable wages and working conditions.

Prior to this meeting, and following the Atlanta Convention, an assessment was placed upon the Locals by act of the Atlanta Convention to assist Divisions Nos. 132, Troy, and 148, Albany, with their adjunct Locals, for relief of the members of those Locals on strike. Before the Board was a statement from Division No. 589, Boston, Mass., that prior to issuing the assessment. One Thousand Dollars had been appropriated by that Division to assist the Troy and Albany Locals and this \$1,000 had been retained from the assessment, as having been prepaid. The Board enacted to remit the \$1,000 so appropriated by the Boston Local, with instructions to the Secretary to notify the Local that it was not in accord with the laws of the Association upon such matters.

Before the Board was the subject of the purchase of \$1,000 bonds that had been previously purchased by Division No. 697, Toledo, Ohio, the Local being

n financial straits and desirous of obtaining the money from this Labor Temple Stock. The Board enacted to authorize and approve the purchase of this \$1,000 Toledo Labor Temple Bond. Further appropriations by the Board at this meeting were, \$200 to pay attorney's fees to Attorney Timothy Hogan, of Columbus, Ohio, who had assisted Division No. 817 of that city in its affairs and who had received no pay therefor; an appropriation of \$20 to assist the Federation of Workmen of Porto Rica in the way of purchase of Labor Temple stock. This was upon a petition of the Federation of Labor; Appropriation of \$25, for flowers supplied for the funeral of late President Andrew McAndrew of the Tobacco Worker's Union.

The audit showed a sum aggregating \$83.58, being in trust by the Association as funds from disbanded Locals, as follows: Division No. 848, Waterloo, Iowa, \$11.61; Division No. 913, Burlington, Vt., \$50.07; Division No. 944, Douglas, Ariz., \$21.90; which in accordance with the Constitution must be held in trust for one year. As these funds had passed the one year limit, the Board enacted to transfer this \$83.58 to the Death, Disability and Old Age Benefit Fund.

Before the Board was the record applying to the Albany and Troy Divisions of the Association, the members of which had been involved in the Albany and Troy strike, showing that the reports on membership were not indicating payment of per capita tax. As this strike had been abandoned and the members, (those who had not returned to employment) were otherwise employed, it was enacted directing the Locals to report the exact membership and proceed with the payment of per capita tax thereon.

To the Board was submitted a petition of Division No. 98, Akron, Ohio, for an opinion upon bills submitted to the Local as to the liability of the Association for payment of alleged expenses of former officers in their endeavor to over-ride a previous decision of the General Executive Board in sustaining an appeal of a dismissed member, which resulted in the suspension of the charter of that Local. After reviewing these various items upon which there was evidence that the accounts had not been resultant from instructions of the Local, it was enacted directing the Secretary to express to the Local the opinion of the Board, that all items of said bills applying to expense account of a trip of the officers to Detroit be disapproved, this trip being taken without authority from the Local. Further petitions were before the Board by men who were in employment in Akron at the time of the suspension of the charter, who, before the re-establishment of the Local, had been suspended from employment by the company, petitioning for intervention in obtaining their restoration to employment. In that the action of the company was taken at a time when relations between the Association and company were suspended, the Board held that it had not authority in those cases, except upon petition of Division No. 98, the Local having no authority in their cases in that at the time of their suspension, they were entirely out of the Association. The Secretary was directed to notify these appellants that no restraint existed on the part of the Association as applying to these members in seeking employment elsewhere, but that in their re-employment in Akron, as the agreement relations were suspended at the time of their dismissal the agreement protection could not apply.

Placed before the Board, through fourth Int. Vice-President Wm. P. Jennings, was an application for approval of strike by the members of Division No. 591, Hull, Que. The cause was the persistent refusal of the employing company to put into effect a wage award handed down by a conciliation board appointed under the Canadian Industrial Disputes Act. Approval was granted by the Board. The Company was insisting upon a 5 cents per hour reduction. H.

At this meeting appeared Attorney James Vahey upon the Third Avenue New York Injunction Case, wherein an injunction was granted upon petition of the Third Avenue Street Railway and associate street railways restraining the Amalgamated Association from accepting into membership in the Association or in any way attempting to organize the employees of that system. The case was placed before the General Executive Board for its opinion, as to further procedure upon the case, as hearings upon it had been adjourned from time to time, and was accumulating expense to carry the case along. It was suggested that some compromise might be effected by which the blanket injunction could be changed into a more specific instrument. This injunction was the outgrowth of the endeavor of the

Association to organize and maintain organization upon the New York City Lines. The Board gave considerable consideration to this subject and drafted its position and instructions to the Secretary to submit the same to the Association Attorney as the position of the Association to be submitted to the court, before whom the case pends. This opinion of the General Executive Board will be found as an Appendix "A", following, and as a part of the conclusion of this report.

At the Atlanta Convention, there was adopted a resolution directing the International President and Executive Board to investigate a proposed pension and disability plan Department and to report upon the same at a later date as per the resolution adopted by that Convention, which is contained in the proceedings of that Convention distributed among the delegates. The Board had previously authorized the International President to engage the services, as an actuary, of Mr. Arthur Sturgis upon this proposition to work out a plan. Mr. Sturgis submitted to this board data upon this proposition, which was a lengthy, tabulated expert analysis, and was entered in the Minutes of the meeting and referred to a committee comprising International Treasurer L. D. Bland and the Secretary of the Board to review and prepare a report to a later session of the Board, and instructed the International President to continue the services of Mr. Sturgis so far as necessity may require in completing the plan. Upon this subject it may be stated that the committee later submitted a report to the General Executive Board in compiled form for submission to the various Locals that the Locals might be in a position to instruct delegates to this Convention to act upon the subject in a way representative of the membership.

The report upon the proposed pension plan department, as made by the General Executive Board to the various Local Divisions, is presented as Appendix "B" of this Report.

Third Meeting of the G. E. B.

August 14-18, 1922

Before this meeting appeared Int. Vice-President Frank O'Shea and Local Secretary Vincent Turo, of Division No. 623, Buffalo, N. Y., who reported upon the Buffalo lockout situation. Division No. 623 had recognized a condition of lockout as having been created by the management of the International Railway (Buffalo Street Railway Co. and Subsidiaries) and suspended work July 1, 1922. When this property was taken over by what is known as the Mitten Management some two years previous, the management immediately set about to destroy Division No. 623 by ignoring it and endeavoring to institute an employees' Relief Association to embrace an arrangement of relations with the employees under what is known as the "Shop Committee" means of dealing with employees under practically Master and Servant agreement relations. At first mild methods were used, so far as the collective agreement relations that existed at the time of assuming charge of the Mitten Management would permit. When the management was in a position to assume the contract relations at an end, an arbitrary reduction in wages to 55 cents per hour was instituted. The agreement provided arbitration, but this the management ignored. Through the instrumentality of the International President, however, an arrangement was made by which relations should continue, in so far as the submission of grievances through officers of the Association was concerned for such adjustment as the Local Management might determine upon. There was no recourse. This situation continued for the year. However, the Mitten Management in general ignored the pleas for adjustment of grievances and set about a stronger system of coercion and innuendoes to intimidate the membership with a view of their associating liberally in the so-called Mitten Plan Organization. As this process failed of results satisfactory to the management, the coercion became more despotic, until it reached a stage at the closing of another year where membership in the Mitten Plan Movement became practically mandatory. Men who were persistent in remaining out and advocating the organization, were dismissed for their activity in the interest of the Buffalo Local of the Amalgamated Association. Others were sternly threatened. As the close of the period through which the 55 cents per hour wage rate was to continue approached, the company issued another Bulletin again arbitrarily reducing wages 2 1/2 cents per hour to establish a minimum of 52 1/2 cents per hour. The officers of the Local knowing how futile it would be to approach the company in protest of this reduction of wages, drafted an agreement along the lines of the agreement that existed at the time the

Mitten Management took charge and presented it to the employing company. This was ruthlessly ignored by the management and from the various despotic acts of the management, together with the refusal to consider the renewal of contract relations, the members of the Local assumed the attitude of the company to be that of necessitating a lockout, and suspended work. Prior to suspension of work, however, the management had ignored a proposition of the Local for arbitration. The representatives of the Local placed the financial situation as applying to relief of the membership in sustaining them in their protest. The Board looked upon the Buffalo situation as one of material interest generally to the Amalgamated Association and fixed upon \$15,000 per week as the proper appropriation for the support of the members of the Buffalo Local and enacted instructing the Local to again offer arbitration of the dispute, even to a Board to be chosen by the Buffalo City Council. It was also enacted that the International President be authorized to issue an appeal to the various Local Divisions to assist in maintaining the Defense Fund in the interest of the Buffalo Local. Per capita tax for ensuing months was also remitted to this Local, pending their struggle.

Before the Board was a petition of Division No. 240, Chelsea, Mass., for an appropriation to assist the Local in payment of the expense of local arbitration cases, citing one case of arbitration authorized some three years previous and in which a bill yet unpaid, amounting to \$400 for the third arbitrator was pending. There was also another arbitration case pending, and the Local stated that it could not see where it was going to wind up should it be discussed at a meeting upon a basis of taxing the members, feeling that the members would refuse to pay an assessment for the purpose. The situation surrounding the Chelsea Local was discussed with the result that the immediate petition was denied, and the International President was instructed to make further investigation of the affairs of the Local.

Submitted to the Board was a petition in behalf of Secretary Treasurer Earl M. Kouns of Division No. 662, to assist the Local in the expense of a political campaign, in which Brother Kouns was a candidate for State Representative. In considering this petition, the Board recognized that many of its members in various localities were candidates for office and that at the particular time the finances of the Association were being drawn upon for defense purposes to the extent that the financial conditions of the Association would not warrant the making of an appropriation upon the appeal.

Placed before the Board was a telegram advising that a strike vote had been taken by Division No. 713, Memphis, Tenn. in protest of an unsatisfactory wage arbitration award. It was known to the Board that the Local had entered into this wage arbitration under agreement to abide by a decision of the majority of the arbitration board. The Board resolved, directing the Local to withhold any strike until investigation by an International Officer should be made, and authorized the International President to have such investigation made immediately.

Before the Board was placed a bill for \$278, as expenditures and lawyers fees in the matter of adjustment of a defalcation of one of the officers of Division No. 690, Fitchburg, Mass., in which the International was called upon to adjust the financial differences and in which an attorney was engaged to take the case into court. An officer of the Local had confiscated Liberty Bonds and other funds. An adjustment was obtained. The Board enacted to approve payment of the \$278 expenditures. The Board enacted to approve a remission of per capita tax for the month of January, 1922, for Division No. 690, as a financial relief.

Before the Board was the submission of the situation involving the members of Division No. 577, Augusta, Ga. The members of this Local were suspended from the service during the months of March and April pending a period when the company withdrew the cars from service, due to jitney competition. Upon the settlement of this issue with the city, the cars were replaced and the members returned to work, but in a financial involvement. The Board enacted as a relief of this Local to remit the per capita tax to the Local for the months of March and April, 1922.

Affairs of Division No. 807, Omaha, Nebr., were reported to the Board, in which was contained the report that the Local had undergone considerable effort in the courts pertaining to the endeavor of the Local to obtain a desirable wage increase. This matter had been taken up by the State Railway Commission, which resulted eventually in court

costs. The Local was in financial straits. The Board enacted to approve the remission of per capita tax to this Local, due for the month of February, 1922.

Before the Board was laid the situation of Division No. 590, Columbia, S. C. The members of this Local suspended work February 15, 1922. Twenty-one of the members had been arbitrarily dismissed and the employing company refused to either arbitrate or offer a fair explanation for the course pursued. The Local recognized a condition of lockout and requested financial support. The Board enacted to appropriate \$300 per month to this Local for the time being and remit per capita tax pending the situation.

Before the Board was submitted a record of the financial affairs of Division No. 805, E. St. Louis, Ill., that had been involved in an unusual expense through arbitration and endeavor to adjust the wage rates. To assist this Local financially the Board enacted to approve remission of per capita tax for the months of January and February, 1922.

Submitted to the Board was a report of the endeavors of Division No. 943, Jackson, Miss., to stay a reduction in wages, with which the Local was threatened. This necessitated considerable expense and on the Jackson end of the dispute, Attorney F. Buchner had been engaged. The conference upon this situation was also planned to be held in Grand Rapids, Mich., as one of the prime officers of the property is a resident of the State of Michigan. To assist the Local in defraying the expense of this incident, an appropriation of \$250, was approved by the G. E. B.

In response to an appeal of the American Federation of Labor in the interest of the Granite Cutters' International Organization, who had been attacked generally by employing corporations, with the purpose of destroying the organization, an appropriation of \$100, to assist the Granite Cutters, was approved.

Before the Board was submitted a petition of Member W. J. Davison, of Division No. 628, Cleveland, Ohio, for reimbursement of \$100., paid by the petitioner to obtain a bond for the release of Poole and Howard of Division No. 921, Nashville, Tenn. The petitioner was at the time a member of Division No. 921 of Nashville, the Local then being involved in a lockout, in which some of the members were arrested and thrust into jail upon various alleged violations of the law. The Board enacted to refer this petition to the International President for further investigation, with authority, if it was found warranted, to re-imburse this member, for his loss.

Submitted to the Board was a communication from Secretary W. D. Robbins of Division No. 113, Toronto, Ont., regarding members who were suspended from that Local for attempting to establish a rump organization. The correspondence was in effect that a petition for dispensation for the return to membership of these members who had been led out of the organization through an independent movement was sought. The Board enacted to approve the granting of dispensation for readmission of those members, with seniority in membership.

Placed before the Board was an appeal of the Central Labor Bodies Conference of Greater New York, for Amnesty for Political Prisoners, Mrs. Lucy Robbins Executive Secretary, in which she had petitioned for financial assistance in seeking the release through amnesty of political prisoners resultant from the late World War. It was known to the Board that Mrs. Robbins had taken active part in the direction of the affairs of this conference at Washington. The letter stated that there was a deficit of some \$2,000 in payment of the expenses of this work. The Board approved an appropriation of \$100 in response to the petition.

Before the Board was brought the history of an attempt in Cleveland, Ohio, on the part of a non-union man, backed by the Cleveland Chamber of Commerce and others so interested, to discredit the collective agreement of the membership of Division No. 268. This case was taken into court, and as it involved one of the principles important to the Association as assailing the integrity of its agreements, the Board placed the matter in the hands of the I. P. with authority to assist in the defense of the right of collective agreement, as existing in the relations of Division No. 268 and the employing company.

The subject of relief for members of Division No. 52, E. Liverpool, Ohio, who were involved in a lockout, was submitted to the Board for its consideration. The East Liverpool employing company, prior to May 1, 1922 had taken the position that it would no longer deal collectively with the employees through Division No. 52. Intercessions on

behalf of the International, and civic bodies in East Liverpool, as well as the city administration, were of no avail and the members working for the Steubenville, E. Liverpool and Beaver Traction Co., which includes as its main system, the E. Liverpool Street Railway Company, recognized a condition of lockout by this attitude of the employing management, and in protest suspended work May 1. A report upon this situation was made to the Board by the International President and G. E. B. Member Wm. F. Welch. It was presented to the Board that the Local would be able to maintain its protest by payment from the Defense Fund of \$100. per week and remittance of per capita tax. The Board enacted that the per capita tax of Division No. 52 be remitted, pending its protest, and that the Local be paid \$100. per week from the Defense Fund.

Represented by the audit of the books and accounts at the General Office for this period were funds that had been held in trust for disbanded Locals one year or more, as follows: Division No. 746, Denver, Colo., \$16.62; Division No. 958, Grand Junction, Colo., \$10; Division No. 963, Baltimore, Md., \$1.95. Total, \$28.57. The Board enacted directing that these funds be transferred to, and become a part of the Death, Disability and Old Age Benefit Fund.

Fourth Regular Meeting of the G. E. B. January 18-24, 1923

Before this meeting of the Board appeared a representative of the Locomotive Engineers and Conductors Mutual Protective Association, Mr. Shafter, the Headquarters of which Association is in the Ford Bldg., Detroit, Mich., who petitioned the Board to permit the advertising of that Association in the Association publications. His purpose was to extend the insurance of that organization to include street and electric railway employees, and on a plan of practical endorsement by the General Executive Board. This Association, as explained to the Board, is one that provides an indemnity for dismissals from service of from \$250 to \$500 each, and for suspensions from service of from \$10 to \$15 per week, not to exceed, of course, the full amount of the indemnity. The organization is incorporated under the laws of the State of Michigan and prevails to some extent in membership upon steam railroads. It is sustained by dues and assessments. After determining upon the proposition, it was the conclusion of your General Executive Board that in that the laws of this Association provide protective features in the way of intervention by Local and International Officers and by arbitration upon suspension and dismissal cases, it was believed that there would be little interest on the part of the members of the Amalgamated Association in such type of insurance, and the Secretary was instructed to advise the Locomotive Engineers and Conductors Mutual Protective Association that it was the sense of the Board that such an Association would fail to be productive to our members in a suitable way, and thus advertising of the said Association in our publications would be impracticable.

Before the Board was presented a petition for financial assistance of the Michigan Non-Partisan Political Campaign, wherein organized labor of the State was interested in the nomination of a United States Senator and other elective offices, as in line with the political policies of the American Federation of Labor. Upon this petition the Board approved an appropriation to \$100.

Presented to the Board for record purpose was a donation of \$500 to Division No. 700 North Cobalt, Ont., certain members of which had been overtaken by forest fires that destroyed a large section of that city. The appropriation was made for immediate relief of the members and the Board directed its approval of the donation be recorded.

A petition for remittance of per capita tax on the part of Division No. 518, San Francisco, Calif., to assist that Local, due to misappropriation of funds by the Treasurer, to the measure of involving the Local in financial embarrassment, was received, and the Board enacted to remit per capita tax for three months.

Reports before the Board bearing upon Division No. 807, Omaha, Nebr., showed the Local to be in a practically demoralized condition, with the only hope of retaining and building up being assistance by the International Organization. The Board enacted in the way of relief to this Local, remittance of per capita tax for July, August and September, 1922. The Local has since disbanded.

Before the Board was a situation involving the members of Division No. 663, St. John, N. B. This Local was locked out by the employing company, June 29, 1922. The company refused to accept an

award of a conciliation board appointed under the Dominion Labor Disputes Act. The Local recognized the attitude of the management as that of instituting a lockout and the suspension resulted. In continuing its protest, the Board recognized that relief in a measure could be had by continuance of the remission of per capita tax that had been permitted by the previous Board Meeting. At this meeting, the Board further enacted to continue the remittance of per capita tax to this Local, to continue through its active protest of the lockout and until a settlement could be obtained.

Submitted to the Board were petitions from Division No. 587, Seattle, Washington, and Division No. 497, Pittsburg, Kansas, for financial assistance, the former for paying the expense of legislative lobbying for a Bill in which the Local was interested, it being a one-day-week-in-seven rest bill, and in the latter case to assist in the repeal of what is known as the Kansas Allen Law, under which a court of arbitration is established in that State. Upon these appeals the Board enacted, generally, that the Locals be instructed that owing to the heavy financial expenses of the past year, in strike and lockout costs, and the promoting of other work of the organization, there were no funds available to be used in maintaining committees in the various States to lobby and promote legislative work at this time, and direct the Secretary to notify the Locals of the methods used in the formation of legislative committees by various Locals in other States, as in Ohio, Massachusetts and New York, whereby like funds sought by these petitions were raised by assessment in the Locals within the States named.

Before the Board was made a full report of the Buffalo strike situation involving the members of Division No. 623, working for the International Railway, at Buffalo, Lockport, Niagara Falls, N. Y., and Niagara Falls, Ont. The reports showed to your Board that any success that might be expected in the interest of those members who were maintaining a solid front in their protest of the so-called Mitten Plan, was at this time largely dependable upon the financial resources of the Association to back them in their fight. The American Federation of Labor, through Organizer Wm. Collins, had taken an effective part in the interest of the Buffalo members, as well as the assistance of International President W. D. Mahon and First International Vice-President Wm. B. Fitzgerald, who had detailed Int. Vice-Pres. Frank O'Shea upon the situation to assist the Local. Reports from all of these officers were before the Board. When the appropriation of \$15,000 per week had been made six months previous, there were reported 1,940 men for relief. At this meeting, many of these men had sought other employment and the report showed that 1,212 men were receiving benefits from the Defense Fund, necessitating a continuance of a substantial weekly payment to assist the Buffalo Local members. To provide against inadequate funds the General Executive Board issued another appeal to the Association in general, to further support the Defense Fund in the interest of this and other involvements in strikes and lockouts.

Submitted to the Board by President Robert Armstrong, of Division No. 788, St. Louis, Mo., was a petition for re-imbursement by the International Association of the St. Louis Local of the defalcation of former Secretary-Treasurer James O'Connor. President Armstrong stated that the shortage and legal expenses aggregated \$6,290.65. Auditor Maurice Lynch, in auditing the accounts of the former Secretary-Treasurer of Division No. 788, discovered the defalcation to have been over \$11,000. The Local, with the assistance of Auditor Lynch, and the International, obtained a refund from O'Connor of about \$6,000 and O'Connor's notes were taken for the balance. Later, O'Connor was prosecuted for confiscation of the funds. This added a legal bill of \$500 to the already enormous loss of the Local. Auditor Lynch used every means of recovery, so far as it was possible, and the Local followed his instructions in obtaining a return of the funds to the utmost resource. It was shown to the Board that O'Connor covered notices addressed from the International, both to the President and Recording Secretary of the Local, notifying the Local of a delinquency in the audit. President Armstrong's position, as he explained it personally to the Board was, that the Local had no means of knowing but that the audits had been properly made to the International, until the defects were discovered by Auditor Lynch. While O'Connor had been bonded in the Bonding Department of the Association to the end of the period for which audit should have been made and reported upon to the General Office, the bond had lapsed and with it, technically, the

obligation of the International to the Local Division for reimbursement of the default. The bond was in the sum of \$10,000. The default was for \$11,093.55. Through the work of the officers, under the direction of Auditor Lynch, Liberty Bonds, mortgages and other collateral to the amount of \$5,302.90 were recovered for the Local. The balance remained in the shape of two notes, one for \$5,000, and the other for \$790.65. The Board enacted that the Bonding Department assume liability for the notes to the point of releasing to the Local an equal amount represented by the notes and attorney's fees, that the Local might have the funds for its use but directed the Local to prosecute upon the notes, if necessary, for recovery upon them.

Before the Board appeared A. F. of L. Organizer Paul J. Smith in support of a petition made by the American Federation of Labor for assistance in financing a legal information bureau. The A. F. of L. at its previous Convention, had enacted to assess the general membership for the purpose of establishing this Bureau, but the Executive Council of the A. F. of L. regarded it greater wisdom to submit the proposition to the various International Organizations for voluntary contributions. It was the purpose of this Bureau to collect and collate all laws and judicial decisions relating to the rights of labor, as well as to prepare briefs on the fundamental and more important issues involved in labor litigation and to supply to affiliated unions and their attorneys such legal information as might thus be collected and collated, that it might prove helpful in properly and effectively defending the workers' rights before the courts. After giving this subject very serious consideration, the G. E. B. enacted to appropriate \$100 per month for the support of this Bureau until the next succeeding Board Meeting, and the subject is now before this Convention. A. F. of L. Organizer Smith also supported the appeal of Division No. 497, Pittsburg, Kansas for an appropriation to assist the Kansas State Federation of Labor in its endeavor to obtain the repeal of the Kansas Industrial Court Law. Associating this appeal with the appeal of the Pittsburg Local, the Board enacted to appropriate \$100 to the assistance of the Kansas State Federation of Labor.

G. E. B. Member W. F. Welch, made to the Board a verbal statement upon the East Liverpool, Ohio, lockout situation, in which he stated that conditions had not changed within the period elapsing since the last Board Meeting, at which the Board appropriated \$100 per week for relief of the E. Liverpool Local. Board Member Welch on behalf of the Local, petitioned that this sum of \$100 per week be increased to \$400 per week. Upon this subject the Board authorized the International President to make an investigation of the East Liverpool lockout situation, with authority to supply such assistance as investigation should, in his judgment, warrant.

At this meeting the audit of the books and accounts of the General Office showed that funds held in trust in the interest of disbanded Locals, Division No. 895, Reno, Nev., \$5.00; and Division No. 904, Greenville, S. C., \$64.21; total, \$69.21, had exceeded the time limit of one year as provided by the Constitution and General Laws. The Board enacted to transfer this \$69.21 to the Death, Disability and Old Age Benefit Fund, to become a part thereof.

Due to the proximity of the Eighteenth Convention, and the necessity of arranging transportation for the Delegates who might attend that Convention, the General Executive Board appointed a Convention Transportation Committee comprising Int. President W. D. Mahon, Int. Treasurer L. D. Bland and Business Agent Wm. Taber, of Division No. 241, Chicago, Ill.

In memory of our late General Executive Board Member J. C. Colgan the General Executive Board authorized the International President to consult with the officers of Division No. 241, Chicago, Ill., of which Local Board Member Colgan was a member, relative to the erecting of a memorial at the grave of our late Brother J. C. Colgan.

Meeting of August 24, 1923

Submitted to the Board for its consideration and action was the subject of seniority at the Elm Grove Barn of the Wheeling Public Service Corporation. This subject embraced the question of seniority of men transferred from the Mozart branch of the City Railway Co. to the Elm Grove barn. It appears that the City Railway Company abandoned all of its lines except the Mozart line, and finally abandoned its street car barn, installing the cars for

service on the Mozart line at the Elm Grove barn. What car men were left in the service of the City Railway Co. began work from this barn. It appears that the employees of both properties work under one and the same management. The changes in the City Railway service left a surplus of employees for the remaining service operation on the Mozart line. These Mozart service men, holding that as the property was operated under the one management, and as barn seniority had always prevailed in Wheeling, claimed barn seniority. To this the Elm Grove men objected. The Board ruled that, although the City Railway Co. barn had been abandoned and the Mozart line cars were placed at the Elm Grove barn, as the properties were distinct, and being operated distinct from each other, seniority rights had not been affected, and sustained the contention of the Elm Grove men.

Submitted to the Board by the I. P. for its disposition was a petition of the Elm Grove branch of Division No. 103, Wheeling, W. Va., petitioning for the issuing to them of a separate charter, that they might be instituted into a separate local. They gave various instances where they contended existed demonstrations that had they not been under a majority control resting with the Wheeling Traction branch of the local, they would have received more wages. The voting strength of the two branches is about 8 to 1 in favor of the Wheeling Traction branch. In contention with this, is the magnitude of effect of the greater branch in the common interest of both branches. Evidence showed that the two branches had worked together in their various endeavors, and to which the greater branch had contributed proportionately, a standard of wages had maintained to the good of all. Accompanying the petition was a report upon the case made by G. E. B. Member Wm. F. Welch, who had given the situation much careful study. The G. E. B. felt that it should call to the attention of the petitioners the advisability of keeping their forces together and maintain a united front in the Wheeling traction field. The petition was referred back to the I. P. with instructions to him to hold the application over until after the convention, that a further investigation may be made and a further discussion of the petition may be had with both branches of the Wheeling local.

The records of the General Office as shown by the audit, represented Divisions 663, St. John, N. B. as having suspended work June 29, 1921; 590, Columbia, S. C. as having suspended work February 15, 1922 and 623, Buffalo, N. Y. as having suspended work July 1, 1922. In the cases of these locals, as one of the means of relief to the members in a financial way, per capita tax was remitted in the purpose of assistance until the members should be in a position to continue dues payments in a way to regularly finance the normal activities of the locals. This remission of per capita tax carried with it the regular liability of the Association Benefit Fund to the members. That a proper record of membership might be available to the International as well, also, to the locals, in the matter of liability to those of a purpose to maintain their membership, and in that the members were quite probably in employment, the G. E. B. enacted to suspend remission of per capita tax to the locals named to take effect as applying to the month of October, and instruct the locals to thereafter make regular monthly reports upon the dues paying members, reporting the names of such dues paying members and pay thereon the regular per capita tax to the International Association. The Secretary was instructed to notify the locals so affected.

Reported to the Board was the strike of Division No. 576, Schenectady, N. Y., which took place June 1, 1923. This local, as reported, petitioned, as a measure of financial relief, that it be relieved of payment of per capita tax to the International Association. As it was known that many of the members of this local, the suspension yet being in vigorous activity, were on the ground, and thus without other employment, and to assist the local financially, the G. E. B. enacted to remit per capita tax to this local for a reasonable length of time and so instructed the I. P.

The report of the I. P., as well as the audit showed that as per instruction of the G. E. B. at its prior regular meeting, \$100 had been paid to the A. F. of L. as a monthly appropriation to aid the A. F. of L. in maintaining its Research Department. It was enacted by the G. E. B. that this subject be submitted to this Convention with an explanation of the Research Department work in the interest of the general labor movement. In that a report upon this work was before the Board, it was directed that

t be made an appendix to this report, and it so appears as Appendix "C."

Carried in the Audit for this six months period, as an asset, is a bond representing an investment of \$4,000. in New York Call security. This asset was assumed by this Association some six years ago. No interest has been paid upon it. The Board directed the Secretary to petition to the New York Call Co. for an accounting upon this bond.

The Board approved an appropriation of \$200 for the promotion of the A. F. of L. Non-partisan Political action.

The Board approved an appropriation of \$100 in payment of an attorney's fee to Atty. Frank X. Sullivan of New York, N. Y., in the interest of the lockout protest of Division No. 623, Buffalo, N. Y., for preparation of a petition to the State Industrial Commission for an investigation of the Buffalo lockout.

Submitted to the Board through the Report of the I. P. was a bill for \$47.50, for a typewriter secured by Atty. Louis Fridger and Association officers who had to do with the strike of the Yonkers, N. Y. local, No. 490, in 1916. The Board enacted directing the payment of the bill.

The Audit for the six months period showed that there had been held in trust by the International, for more than one year, funds of disbanded locals as follows: Division No. 830, Hutchinson, Kan., \$.65; Division No. 854, Quincy, Ill., \$.68; Division No. 902, Olean, N. Y., \$142.10; Division No. 949, Asbury Park, N. J., \$893.07—total, \$1,034.50. As per the laws of the Association, the Board directed that these funds be transferred to the Death Disability and Old Age Benefit Fund, to become a part thereof.

Before the Board was a report upon the strike of the New Jersey locals of this Association to obtain a desired wage rate. This suspension occurred August 1, 1923. Assisting in the situation is International Vice-President P. J. O'Brien. He appealed for financial assistance for the members of the locals involved. There are 4,255 members involved in this suspension, members of the Newark and associate locals. The Board approved an appropriation of \$25,000 as an initiatory relief for those members.

Submitted to the Board by the Report of the I. P. was an appeal of 19 members of Division No. 416, Peoria, Ill., upon the subject of work having been transferred from the Adams St. car barn to the Monroe Street car barn, with rerouting and conversion of certain of the service into one-man car service, requiring less men upon the transferred work. The Board held that the local should proportion to the men of the transferred line the actual time or runs and parts of runs that were actually transferred to the Monroe Street Barn. An explanation of the ruling as being consistent with the seniority policy of the Association was directed to be transmitted to appellants and the local with the decision.

Death of General Executive Board Member Joseph C. Colgan

Your General Executive Board sincerely regrets to report a bereavement that came to this Association to mark its history within the last two years' term.

The afternoon of Friday, September 15, 1922, Brother Joseph C. Colgan, a member of your General Executive Board, was suddenly stricken with Cerebral Hemorrhage and within a few hours thereafter succumbed, and thus ended the career of one whose life was unusually identified in the affairs of the Amalgamated Association, for a period of many years. Brother Colgan was an original member of Division No. 241, Chicago, Ill., the largest Local of the Amalgamated Association, and presumably the largest Local in number of members of any single labor organization in the world. He was one of Chicago's Delegates at the Convention of this Association held in Pittsburgh, Pa., in May, 1903. This was the first Convention held after the institu-

tion of Division No. 241, which came into existence in April, 1902. At this Convention Brother Colgan took an active part and so impressed the Delegates in attendance that he was elected Third International Vice-President. This brought him early upon the Staff of International Officers of the Association. At the Chicago Convention in 1905, Board Member Colgan was moved to First International Vice-President, thus serving four years as an International Vice-President upon the roster of International Officers. He declined to run at the New Orleans Convention in 1907. He rendered inestimable service to the International Association even in the interim after he had declined re-election to the International Board of Officers.

In September, 1911, at the Twelfth Convention of the Association held in St. Joseph, Mo., Brother Colgan was unanimously elected to the General Executive Board and served thereon until the date of his death, September 15, 1922, thus rounding out more than 15 years of service upon the Staff of International Officers. His history as an International Officer identified him as a specially safe adviser and director. None was more devoted to the purposes of the Amalgamated Association and to the American Labor Movement. During two of the years intervening the time of his retirement from the Vice-Presidency until he was elected to the General Executive Board, he served the Association as a delegate to the American Federation of Labor Conventions.

Due to the magnitude of his own organization and his official connection therewith, serving that Local many terms as a Board Member, and the duties devolved upon him as an International Officer, Brother Colgan's entire twenty years of membership within the Association was one of continuous activity.

His associate International Officers, together with the vast membership of the Association who knew him, recognize the loss that came upon our organization in his death. He was of a type loved by all who knew him. He devoted his life unselfishly to the interests of others, and he guarded these interests cautiously. It was his nature. The Staff of International Officers who associated with him realize the sense of the entire Association in this lamentable loss and unite with the general membership in conveying to the bereaved widow and children who survive our fallen Brother most sincere sympathy, and unite with them in their profound grief at his departure.

The International Association united with his Local in erecting a suitable memorial at his last resting place in a Chicago cemetery. We feel that this Convention will send out another message of comfort and condolence, showing that our entire membership is sensitive of the lamentable loss that has fallen upon this Association by the taking away of so commendable, active and invaluable a worker in our great cause.

Conclusion

Through this printed report we have submitted to the Convention the enactments and rulings of the General Executive Board for the past two years, in so far as the Board was enabled to compile its report in time for submission in this printed form. Further report will necessarily be made as an addenda to be incorporated in the Minutes of the proceedings of this Convention.

We add in closing that the two years period is now history that in no way discourages the further endeavors of the Association along the lines that it has proceeded in its wonderful attainments in the past. These two years took us out of the tragic period that came upon the public sometime following the close of the late World War, when endeavors were made to place in full control, an element that would be dictatorial to the producers of the land. This element in their association, enacted as is well known, a determined resolution looking to the dissolution of the American trade union movement. While the situation was very embarrassing, the labor movement of America has emerged with a record that has demonstrated that it has obtained a force not susceptible to the yielding of the purposes of those who would destroy us. We stand forth today stronger than two years ago. Our purposes have become more generally known and we believe they have a broader sympathy than was ever heretofore enjoyed in the history of the movement. This is an encouragement to continue as in the past, with such modifications of policy as the best of associated minds may map out. It is a work of this Convention to re-establish the platform upon which this Association, in association with sister labor movements will continue to progress to the advantage of its membership and dependencies, and to the advancement of the general weal of mankind.

Most fraternally Submitted, GENERAL EXECUTIVE BOARD,

EDWARD McMORROW,
MAGNUS SINCLAIR,
P. J. SHEA,
J. H. REARDON,
A. H. BURT,
WM. F. WELCH,
J. B. LAWSON,
WM. B. FITZGERALD,
R. L. REEVES,

On the question of arbitration, Secretary Reeves said:

"Your International President has referred to the arbitration provisions of this organization. He has called to your attention the fact that you have received results from arbitration, whereas had arbitration not been resorted to, to my personal knowledge in some cases we would have been left; local movements would have been failures. In cases where they have refused arbitration, where our boys were obliged to take the front and were barricaded by willingness to arbitrate, as in Division No. 52, East Liverpool, they have won out. In

Buffalo they are still struggling, and I want to say to this Convention—I believe the Board wants me to say it—that the response of our membership generally to the appeals sent out to sustain those boys in Buffalo in their effort to maintain the right of collective agreement was magnificent, and of a character that has demonstrated the force of this organization and its power to those of the employers in the street railway world who might have a suggestive idea of moving in the same direction that the Buffalo management moved in its endeavor to destroy this organization and to get back to 'normalcy' with the old wages.

"There have been but two or three of these attacks upon us, and the response of you boys and those you represent placed \$600,000 behind those men and showed the world of industry that, were it necessary, there were \$600,000 more. And you will come out of this Convention with that satisfaction and that illustration of your strength. You have gained, boys; some may think you have lost, but you have materially gained, and I want to say to you that you represent a most splendid organization that has at its head one of the most splendid old men there is in the American labor movement, and we are going to keep him there."

The Chair referred the Report of the General Executive Board to the Committee on General Executive Board's Report.

President W. D. Mahon in the Chair.

President Mahon called attention to the fact that a portion of his report dealing with the Buffalo situation had been unintentionally omitted, and that it would be presented to the Convention on Wednesday morning.

Announcements were made as to time and place of the various committee meetings.

The Chair announced that convention resolutions from delegates desiring to introduce resolutions would be received and referred, and resolutions were introduced as follows:

Resolution No. 1

Submitted by Delegate John B. Mouat, Division 134.

Resolved, That Section 107 be revised, making it possible for a member of our Association, after twenty years' service in the employ of a street car company, and after quitting such employ, but still maintaining membership in our Association, and reaching the age of 65 years, that such member may then be entitled to old age benefit.

Referred to Committee on Law.

Resolution No. 2

Submitted by Delegate John B. Mouat, Division 134.

Resolved, That Section 60 of the Constitution be revised, the word "dispatcher" particularly being eliminated from the list of members that could not participate in the workings of local divisions, and the list in general be revised.

Referred to Committee on Law.

Resolution No. 3

Submitted by Delegate John B. Mouat, Division 134.

Resolved, That Subsection 5 of Section 99 of the Constitution and General Laws be revised, making it possible for full funeral benefits to be paid the beneficiary of a deceased member when a will is left by a deceased member, such beneficiary not necessarily being of blood relation.

Referred to Committee on Law.

Resolution No. 4

Submitted by Delegate John B. Mouat, Division 134.

Resolved, That the provision in Section 110, whereby sick benefits cannot be paid for the first week of sickness, be stricken out, leaving the same optional with the local division.

Referred to Committee on Law.

Resolution No. 5

Submitted by Delegate John B. Mooney, Division 518.

Whereas, Division 518, was the first unit in the Amalgamated Association to secure the eight-hour day in North America, and under municipal ownership this division has always enjoyed one of the highest wage rates in the country and one-half cents time receiving sixty-two and one-half cents an hour for the eight-hour day, with time and one-half for overtime; and

Whereas, The people are not being held up for high fares, as under private capitalism all over this country the traction companies are charging as high as ten cents in some cities, while the people in San Francisco are enjoying the five-cent fare, with a free transfer, and the road is piling up a huge reserve fund over and above the depreciation, as brought out recently by the Labor Bureau, Incorporated, who have handled our wage controversy in excellent style, for which our division is most grateful; and

Whereas, Under municipal ownership any citizen has the same right to an equal break under the civil service rules, and not like the present traction companies that never have an opportunity to get rid of their masters if they don't treat fairly with the employees; therefore be it

Resolved, That this Eighteenth International Convention of the Amalgamated Association of Street and Electric Railway Employees do hereby go on record for municipal ownership as against private capitalism that is compelling our membership all over this country to work long hours for small wages, and fleecing the public at the same time; and, be it further

Resolved, That when the workers are sufficiently intelligent to elect members of their own class to the various seats of government, they will enjoy even better conditions under municipal ownership than they are at the present time enjoying, and then, and not until then, will the people come into their own.

Referred to Committee on Resolutions.

Chairman Moorehead of the local committee announced that the Dons of Peralta had arranged an entertainment in the Auditorium for the delegates this evening.

At 4:40 o'clock, no committees being prepared to report, the Convention adjourned to 9 o'clock Wednesday morning, September 12, in the ballroom of the Hotel Oakland.

THIRD DAY

September 12, 1923 Wednesday Morning Session

The Convention was called to order at 9 o'clock A. M., in the Ball Room of the Hotel Oakland, President Mahon in the chair.

Secretary Reeves read the following telegram:

Washington, D. C., Sept. 11, 1923.

W. D. Mahon,
Convention Headquarters, Hotel Oakland,
Oakland, California.

Greetings. May utmost harmony prevail and your deliberations during the Convention help to materially advance and be of lasting benefit to the membership of the Amalgamated Association of Street and Electric Railway Employees of America.

JOHN J. MANNING,
Secretary Union Label Trades Dept.,
A. F. of L.

The telegram was received and made part of the record.

President Mahon: "Subject to the approval of the Convention this morning, I have drafted a telegram to be sent to the Trades and Labor Congress of Canada, which is now in session at Vancouver, B. C. The telegram reads:"

Secretary Trades and Labor Congress of Canada,
Vancouver Hotel, Vancouver, B. C.

Amalgamated Association of Street and Electric Railway Employees of America, in Convention assembled at Oakland, California, sends fraternal greetings to your Congress, wishing you a satisfactory and successful Convention and bidding you Godspeed in your noble work in behalf of the toilers of Canada.

W. D. MAHON,
International President.

The telegram was approved by the Convention.

Secretary Reeves reported that the credentials of A. O. Lubber, Division No. 313, Rock Island, Illinois, and of F. C. Vierke, Division No. 265, San Jose, California, had been received.

Upon motion of Delegate Bowbeer, Division No. 192, seconded by Delegate McCarthy, of the same Division, the two delegates named were seated.

President Mahon: "In connection with my report yesterday, I had prepared a report in connection with the Christmas appeal that was submitted in behalf of the Buffalo men, and I now submit this to you:

Buffalo Christmas Appeal

"In the latter part of November, Treasurer Bland and myself, in discussing the Buffalo situation, decided that there should be a special effort made to get an extra fund for these members for Christmas time, so we decided upon an appeal to each individual member of this Association. A button was prepared as a receipt, and in carrying out this plan I forwarded an appeal to each individual member of the Local Divisions of this Association.

"The appeal was carefully worded, explaining that this was an appeal independent of all other actions that had been taken by the Local Divisions, and was to in no way interfere with the arrangements that they had for raising money in their Division for the Buffalo men, but that this was an appeal to each individual member to contribute at least one dollar for a Christmas fund for the Buffalo membership, and this fund was to be given in addition to the regular money that was being allowed weekly to the membership of this locked-out Division. This appeal was sent out in the latter part of November in order to give the membership time to make the collections and forward it into the general office so it could be contributed on Christmas week to the Buffalo membership.

"In some Divisions they seemed to misunderstand the appeal; how it could have been misunderstood is beyond my conception, for the explanation of it was clear and plain and other Divisions clearly understood it, but some of them contributed the money from their Local Treasuries instead of collecting it from the individual members. Some Divisions did not send the money until after Christmas had passed; in fact, this fund continued to come in up until March. Just what was in the minds of the Divisions that did not send this money until

March, I cannot understand. They seemed to think that we wanted the money for Christmas one year hence, instead of Christmas of 1922. However, a number of the Divisions acted quickly on the matter and quite a fund was collected, and we were able to give the Buffalo men \$15,000.00 that week, in addition to the regular \$14,000.00 a week that was being contributed to them. This made quite a nice little sum for each member for Christmas time. The funds that came in after Christmas were added to the general contributions that were being allowed to this Division, it being the only thing that could be done with it.

"I desire to thank the Divisions in behalf of the Buffalo men that appreciated the Christmas situation and contributed to this special fund, for it was the means of carrying cheer and happiness to these hundreds of men, their wives, and their little ones.

"I am hereby giving you an exact report of the amount that was received from each Division for the special Christmas fund:

Division	
No.	
19	Colorado Springs, Colo. \$ 104.00
22	Worcester, Mass. 224.00
26	Detroit, Mich. \$1,000.00
	136.50 1,136.50
85	Pittsburgh, Pa. 1,200.00
89	Newcastle, Pa. 38.00
98	Akron, Ohio. 124.00
103	Wheeling, W. Va. 10.00
107	Hamilton, Ont. 151.00
109	Victoria, B. C. 39.50
114	Youngstown, Ohio. 55.00
125	Belleville, Ill. 87.00
128	Asheville, N. C. 60.00
163	Meriden, Conn. 23.00
164	Wilkes-Barre, Pa. 65.00
165	Girardville, Pa. 65.00
169	Easton, Pa. 156.50
174	Fall River, Mass. 12.00
176	Sharon, Pa. 27.00
199	Ottumwa, Iowa. 9.00
212	Burlington, Iowa. 15.00
215	Wheaton, Ill. 200.00
228	Joliet, Ill. 177.00
235	Brookton, Mass. 48.00
236	Alton, Ill. 7.00
238	Lynn, Mass. 14.00
240	Chelsea, Mass. 25.00
241	Chicago, Ill. 13,155.00
243	Taunton, Mass. 63.00
253	Quincy, Mass. 40.00
256	Sacramento, Calif. 32.00
261	Lawrence, Mass. 50.00
272	Youngstown, Ohio. 147.00
282	Rochester, N. Y. 120.00
285	Steubenville, Ohio. 25.00
308	Chicago, Ill. 4,616.00
312	Davenport, Iowa. 14.50
313	Rock Island, Ill. 29.25
333	Battle Creek, Mich. 11.00
334	Boone, Iowa. 6.00
343	Kalamazoo, Mich. 18.75
360	Alliance, Ohio. 65.00
380	Elyria, Ohio. 200.00
381	Butte, Mont. 45.00
388	Newburgh, N. Y. 19.00
389	Mansfield, Ohio. 45.00
398	Boise, Idaho. 16.00
408	McAlester, Okla. 14.00
416	Peoria, Ill. \$61.00
	4.00 65.00
425	Hartford, Conn. 116.79
430	Mauch Chunk, Pa. 15.00
433	Lansford, Pa. 56.00
448	Springfield, Mass. \$112.00
	7.50 119.50
452	Thompsonville, Conn. 60.00
459	Bridgeport, Conn. 34.50
470	Franklin, Pa. 6.00
476	Norwalk, Conn. 52.00

479	Middletown, Conn. 10.00
481	Port Chester, N. Y. 12.00
489	Dalton, Pa. 100.00
490	Yonkers, N. Y. \$5.00
	2.00 7.00
495	Helena, Mont. 30.00
496	Pittsfield, Mass. 33.00
507	Marengo, Ill. 13.00
508	Halifax, N. S. 25.00
515	Galesburg, Ill. 10.00
516	Middletown, N. Y. 20.00
518	San Francisco, Calif. 50.00
528	Tarentum, Pa. 14.00
537	Holyoke, Mass. 64.00
540	Trenton, N. J. 15.00
543	Columbus, Ohio. 2.00
544	Williamstown, Pa. 22.00
549	Northampton, Mass. 2.00
553	Schenectady, N. Y. 2.00
588	Shreveport, La. 18.00
563	Lansing, Mich. 2.00
568	Erie, Pa. 48.00
577	Augusta, Ga. 22.00
580	Syracuse, N. Y. 250.00
582	Utica, N. Y. 168.50
587	Seattle, Wash. 113.50
588	Regina, Sask. 8.00
589	Boston, Mass. 1,824.00
591	Hall, Quebec. 30.00
595	Salem, N. H. 37.00
599	Muscatine, Iowa. 9.00
607	Marshalltown, Iowa. 13.00
610	Charleston, S. C. 95.00
611	Kankakee, Ill. 14.00
618	Providence, R. I. 173.00
620	Framingham, Mass. \$100.00
	3.00 103.00
624	Buffalo, N. Y. 90.00
628	Covington, Ky. 158.00
641	Shamokin, Pa. 31.00
654	Hubbard, Ohio. 28.50
657	Charleroi, Pa. 36.00
660	Centralia, Ill. 11.00
662	Pueblo, Colo. 65.00
669	Auburn, N. Y. 12.00
674	Fort Smith, Ark. 8.50
678	Mars, Pa. 50.00
679	Du Bois, Pa. 55.00
681	Oswego, N. Y. 14.00
682	Fort Wayne, Ind. 53.00
689	Washington, D. C. 600.00
690	Fitchburg, Mass. 30.00
692	Hartford, Conn. 17.00
694	San Antonio, Texas. 475.00
697	Toledo, Ohio. 50.00
702	Canton, Ohio. 1.00
704	Little Rock, Ark. 85.00
714	Portland, Maine. 65.00
716	White Plains, N. Y. 24.00
717	Manchester, N. H. 220.00
724	Augusta, Maine. 25.00
725	Birmingham, Ala. 169.00
726	Staten Island, N. Y. 85.00
732	Atlanta, Ga. 128.15
737	Syracuse, N. Y. 49.00
741	London, Ont. 27.00
749	Dayton, Ohio. 20.00
750	Chattanooga, Tenn. 23.00
752	Bloomington, Ill. 17.00
757	Portland, Ore. 1.00
764	Kansas City, Mo. 18.00
765	Montgomery, Ala. 17.00
770	Mobile, Ala. 14.00
774	Atlantic City, N. J. 55.00
782	Dover, N. H. 25.00
785	Amesbury, Mass. 21.00
788	St. Louis, Mo. 548.00
789	Gates, N. Y. 31.00
790	Montreal, Quebec. 295.24
796	Guelph, Ont. 13.00
797	Topeka, Kan. 50.00
805	East St. Louis, Ill. 12.00
810	Dayton, Ohio. 46.00
812	Clarksburg, W. Va. 77.00
816	Marietta, Ohio. 16.00
818	Oakland, Calif. \$50.00
	7.00 57.00
819	Newark, N. J. 500.00
824	New Brunswick, N. J. 71.00
836	Grand Rapids, Mich. 118.00
839	Newark, Ohio. 20.00
843	Bellingham, Wash. 2.00
845	Springfield, Ohio. 22.00
846	St. Catharines, Ont. 50.00

847	St. Joseph, Mo.	55.00
851	Springfield, Ohio	50.00
857	Green Bay, Wis.	35.00
859	Decatur, Ill.	22.00
871	Decatur, Ala.	5.00
872	Hannibal, Mo.	15.00
876	Hamilton, Ont.	37.00
878	Evansville, Ind.	16.00
880	Camden, N. J.	\$200.00
		28.00
		228.00
889	Salem, Ore.	13.00
892	Sapulpa, Okla.	3.00
898	Macon, Ga.	27.00
900	Highwood, Ill.	140.00
907	Springfield, Ill.	10.00
909	St. Louis, Mo.	25.00
915	Granite City, Ill.	50.00
923	Amsterdam, N. Y.	12.00
928	Hot Springs, Ark.	13.00
942	Honolulu, T. H.	108.00
943	Jackson, Miss.	6.00
947	Morristown, N. J.	50.00
948	Hartwick, N. Y.	40.00
953	Kingston, N. Y.	22.50
954	Souderton, Pa.	15.00
956	Allentown, Pa.	88.00
961	Alexandria, La.	2.00
962	Greenfield, Mass.	28.00
965	Escanaba, Mich.	10.00
967	Staten Island, N. Y.	9.00
	W. D. Mahon, International President	25.00
	Wm. B. Fitzgerald, First International Vice-President	10.00
	R. L. Reeves, Member General Executive Board	10.00
	Edw. McMorrow, Member General Executive Board	5.00
	Magnus Sinclair, Member General Executive Board	10.00
	P. J. Shea, Member General Executive Board	5.00
	J. H. Reardon, Member General Executive Board	5.00
	A. H. Burt, Member General Executive Board	5.00
	W. F. Welch, Member General Executive Board	10.00
	J. B. Lawson, Member General Executive Board	10.00
	P. J. O'Brien, Second International Vice-President	10.00
	Frank O'Shea, Eighth International Vice-President	10.00
	O. L. Mahon, Chief Clerk	10.00
	TOTAL	\$32,748.68

"The following Divisions did not collect from the individual members as the call requested, but contributed from the Treasury of their Local Divisions:

No. 194	New Orleans, La.	\$1,001.00
No. 268	Cleveland, Ohio.	500.00
No. 382	Salt Lake City, Utah.	200.00
No. 570	Waterbury, Conn.	10.00
	Local Union No. 11, United Hatters of North America.	50.00

President Mahon: "It was a question in our mind at the time how to help these struggling men and carry some cheer into their homes at Christmas time, and the results were beneficial. Had the Locals that did respond done so earlier, there would have been a greater fund, but we were able to help them with this fund and then add the balance to the general fund that was going to support these men.

"The reports of that strike are in your Executive Board's report, and we later on hope to have a word from Brother Parker, President of the Buffalo Division, who is in this Convention.

"In sending out that appeal we thought that each and every man working could contribute at least a dollar to assist these men, who had been out since the first of July, and without very much inconvenience. In most of the Divisions, like in Chicago,

Boston, Detroit, and elsewhere, a dollar a man was contributed. Some of the Divisions did not get a dollar, some of them I understand got 25 cents, and some as low as ten cents, but the contribution, as I say, was beneficial, and I felt that a special report on that matter should be made to this organization, in order to carry to our people the thought that at times like that, when our members are struggling, a little bit of sacrifice upon the part of each one of us can carry cheer to our members and to their wives and little ones in these struggles.

"I want thanks to go from this Convention to every individual man who contributed to that fund, where we called for an individual contribution independent of anything we were doing collectively, and I want to thank, this morning, through the Convention, every individual man, because I know by their acts they carried some Christmas happiness and joy to the wives and little ones of the Buffalo men."

The Chair declared in order the report of the International Treasurer.

Report of International Treasurer

International Treasurer L. D. Bland read his report to the Convention.

The report was referred to the Committee on Audit.

President Mahon: "There was submitted by the last Convention a proposition of a pension plan. The General Executive Board employed an expert upon it and sent out the plan to the local organizations, carrying out the instructions of that Convention and asking that the delegates to this Convention be instructed as to whether they wanted to adopt the new pension plan as suggested, or, rather, submitted by the Atlanta Convention.

"I think it would be advisable for us to know at this time what the vote of the local organizations was upon that matter, so that if it is necessary to again take it up, it can be taken up by a committee, or the Committee on Laws will know that it is not to come up and they can go ahead with our laws and benefits as we now have them, with such amendments and suggestions as may come before the Convention. I presume most of the delegates are instructed, and that a motion to adopt, or not to adopt the plan would show the sentiment of the Local Divisions on the matter. I now submit it to this Convention because it is a matter that must come here, owing to the instructions of the last Convention."

Delegate MacFayden, Division 618, stated that the delegates from his Division would be unable to vote on the proposition because they had not heard anything of the plan since the Atlanta Convention.

President Mahon stated that reports in printed form were sent to every local of the Amalgamated Association.

Delegate Burns, Division 26, stated that Division No. 26 had voted the proposition down.

Delegate McLellan, Division 26, made a motion that the Convention do not subscribe to the pension plan as sent out by instructions of the Atlanta Convention.

(Seconded by Delegate Robbins, Division 113, and many other delegates.)

Delegate Lubber, Division 313, asked that there be some debate upon the question.

Delegate Luchsinger, Division 627, stated that he was in favor of an old age pension plan; but it was the feeling of his Division that it would be impossible to adopt the plan as sent out by the Executive Board after the Atlanta Convention.

Delegate Callahan, Division 241, said that the matter had been gone into very thoroughly in his Division, that they had collected all sorts of available statistics on the proposition, and that they were convinced that the plan as submitted was physically impossible. He favored some plan that would be under Federal supervision.

Delegate Murray, Division 587, also favored some old age pension system, but not the plan as presented to the membership.

Delegate Nelson, Division 85, reported that each individual member of his Division had been given the opportunity to study the plan carefully, and that it was the feeling of the members that sooner or later some plan of taking care of the old members of the organization would have to be devised. He stated, further, that the members had refrained from voting on the proposition one way or the other, leaving the matter entirely open to the delegates.

Delegate Davis, Division 788, said that his Division received no communication on the matter.

Delegate Duffield, Division 441, said that the matter was discussed a number of times in his Division, and that the general sentiment was in opposition to the plan as presented, though they did favor some kind of an old age pension.

Delegate Meeker, Division 26, reported that the delegates from his Division had been instructed to vote against the proposition.

Delegate Quinlan, Division 241, said that the plan had been thoroughly discussed in Chicago, and that in his opinion it was absolutely impossible to make such a plan workable; that his Division had flatly rejected the proposition. He expressed the belief that the institution of a pension fund would eventually result disastrously to the organization.

Delegate Lyden, Division 272, said that he had been instructed by his own Division and several other smaller Divisions in his locality that were not represented in the Convention, to say that they were absolutely opposed to the proposed pension plan, but favored the present benefit system.

Delegate Boudreaux, Division 194, discussed the question briefly and said that he hoped some plan to take care of the old men in the service would eventually be formulated.

A motion by Delegate McLellan for the previous question was adopted.

The motion offered by Delegate McLellan, that the Convention do not subscribe to the

old age pension plan as submitted by the Executive Board in accordance with the instructions of the Atlanta Convention, was carried by unanimous vote.

President Mahon: "I have been asked by many delegates regarding the Buffalo situation, and I am going to take advantage of this time to review that situation. Personally, I have not been in touch with it for some time, owing to the Chicago arbitration, the Detroit arbitration, and I am as anxious to hear a first-hand report as anyone. I am going to ask President Parker of the Buffalo Division to briefly inform the Convention of the Buffalo situation at the present time."

Buffalo Strike History

Delegate Parker: "No doubt you have heard a good deal about the Buffalo strike. That strike was put on July 2, 1922, and it is still on. There are a number of officers of the larger organizations who have had the privilege of being in Buffalo and who, I believe, thoroughly understand the situation up to a certain time, but the delegates here possibly do not know the real facts of that strike.

"We were organized in April, 1913. I was Vice-President for three years, and this is the seventh year that I have been President, so that I have participated in every conference that we have held with the officials of the employing company. We got along under a working agreement and with very friendly relations up until 1920. The management up to that time was very friendly to our organization, and we had a 100 per cent organization in the cities of Buffalo, Niagara Falls, Lockport, and Niagara Falls, Ontario. In 1920 the management changed. The Board of Directors selected Thomas E. Mitten, of the Philadelphia Rapid Transit Company, as chairman of the Board, and immediately he came in, he proceeded to try to destroy our organization. He selected new officials, and gradually up to the present time he has weeded out all the old officers and selected officers from Philadelphia to take their places.

"In 1920 we tried to get an agreement, and we practically did work out an agreement with the President, Herbert G. Tully, and succeeded in getting twelve cents an hour increase. We agreed to submit the question of a further increase of wages to arbitration. We immediately drafted our papers for arbitration, and they wanted the Public Service Commission of the State of New York to act as the third arbiter. We had as our arbiter the Honorable James H. Vahey, of Boston; the company selected Mr. C. J. Joyce, their attorney from Philadelphia, and the two were unable to select the third man. After going along for months, the organization asked the Governor of the State of New York to select the third man, and he selected Mr. Carleton B. Osburn, of the National War Labor Board. Then the company, after it had been agreed to arbitrate, stated they would not pay any increase in wages until the Public Service Commission gave them an increase in the rate of fare.

"After going along until the month of November, 1920, we decided to let the arbitration go. The first objection they had was to paying the back pay. We had the government's Labor Board in there, with the Lieutenant-Governor, Mr. Walker, as chairman. We had our First International Vice-President, Brother Fitzgerald, there; we had Mr. Vahey, our arbiter, there, and we tried to use the offices of the governor as a means of mediation. The Arbitration Board only sat twice and then agreed there was no use of their making a wage if the company would not put it into effect.

"We continued along without any signed agreement until 1921. In the Spring of that year the company posted a bulletin similar to the agreement that we previously had with the company, with the exception of all the clauses pertaining to the organization, which were wiped out. That bulletin was posted at 2 o'clock in the morning in the different stations, and it stated that the following would be the rules and regulations of the company, beginning May 1st. That was posted on April 5th. The men at that time became very much incensed over the order.

"We immediately got in touch with the International office, and through the good work of Brother Quinlan, of Chicago, we were successful in making arrangements for a meeting between our International President and Mr. Mitten in Philadelphia. I accompanied the International President to Philadelphia and they reached an understanding—not an agreement, but an understanding. We went back to Buffalo and with our committee met the General Manager and Vice-President, Mr. Dickson, and he said that everything that had been agreed to with Mr. Mitten was thoroughly understood.

"The International President sent a recommendation to our organization and that recommendation was accepted, agreeing to allow the dues collectors to collect the dues in the several barns, agreeing to take up the grievances for the year 1921 as in the past, agreeing to protect the seniority rights of the officers, and agreeing to allow us to post bulletins on the bulletin boards pertaining to our organization, and that the wage question would not be disturbed for that year. August 1st, another bulletin was posted, stating that the wages of the trainmen would be reduced five cents an hour. We held a meeting of our men. Brother Fitzgerald attended that meeting, I believe, and rather than call a strike at that time, we agreed to accept a five-cent reduction under protest. We accepted the cut and went along.

"In the Spring of 1922 I again called the attention of our International President to our situation. He wrote letters to Mr. Mitten. Mr. Mitten said at that time that the policy would be continued, with the exception of the wage question, and that he was not prepared to say at that time what the wages would be. We went along without any signed agreement until the 15th day of June, 1922. All the time the company was getting a little further away

from the organization. On June 15th they posted another order stating that the wages would be reduced 2.5 cents per hour. We met the officials of the company on three or four different occasions, or the Vice-President, Mr. Dickson, not Mr. Tully. We had not met Mr. Tully, the President, since along in the Fall of 1920. Mr. Dickson said the wages would have to be put into effect, and he recommended to the committee that they get in touch with Mr. Mahon. We got in touch with our International President; I went to Detroit and saw him, and our membership voted unanimously that we would suspend work until we got a signed agreement and until our wages were restored to what was taken away from us. We met the company again after that meeting and had another meeting scheduled for 2 o'clock, and one of the office boys informed us that we would not be allowed to see the officials of the company, that in the afternoon they were going to post a bulletin, and they did. A telegram was printed in the press, stating that the wages would be restored and the order rescinded, that the wages would remain the same as at present.

"They locked us out of their office; they refused to let us in to do business with them or talk the situation over. The telegram, as Mr. Mitten worded it, stated that on account of a few disgruntled employes, the wages would be restored and the order rescinded, but these few disgruntled employes happened to be 2,366 men who refused to take out their cars or pull them in at midnight on July 1st.

"The cause of all this trouble was that Mitten was trying to introduce what is known as the Co-operative Sharing Plan of Philadelphia. The employes of Buffalo did not take kindly to that and did not want it. While it is true that possibly some 1,500 men joined it through coercion on the part of the officials of the company, Mr. Mitten agreed with our International President that they would not coerce any man to join the Co-operative Plan. However, they continued to do it. The men were taken up in the office individually and they would say to them, 'Jack, or Jim, you have a bad record; I have been looking it over and I find it is bad.' And after firing them they would pat them on the shoulder and say to them: 'I believe if you join the Mitten Co-operative Plan I can give you another chance.' The result was that the majority of our men joined the organization known as the Co-operative Sharing Plan.

"I was fearful of it. We took up the question on many occasions with our International officers, and I always did say that if the time ever came when it was necessary to show the colors of Division 623, ninety-five per cent of our members would respond. And when the call came, 100 per cent responded, instead of 95 per cent.

"That is, briefly, the cause of our strike. I think the International officers, from the President down, and all the delegates will agree with me that we had no other course to pursue except to pull the cars in the barns

and leave them there. We tried in every way, shape and form; we were criticised by every labor organization in Buffalo, we were criticised by our own organization, we were called yellow and everything else because we refused to strike two years before we did. Our business agent, Brother Conroy and myself have been in office continuously, as I stated before, since the inception of the organization, and we have attended every conference with the company, so that we were in position to know about what was going to take place, and we had a pretty good idea of what Mitten was.

"I never met Mitten in my life, but he started out to break up the Amalgamated Association. He started in the city of Buffalo. It is a well-known fact that he had a schedule mapped out to go from there to Pittsburgh, and when he got Pittsburgh broke up he was going into Cleveland, and from Cleveland into Chicago, if you please; but Mitten bit off a little more than he will ever be able to chew. When he started in Buffalo he started in a pretty hot place, and he is still fighting there, and so is Division 623 still fighting. We have the upper hand at the present time and we are going to keep it.

"I want to say just a word in regard to our International organization. I want to say, for the benefit of the delegates here, that no stone has been left unturned that would in any way assist us in the conduct of that strike. Our International President has been there on different occasions; our International Vice-President, Brother Fitzgerald, has been there; a number of the Board members and other Vice-Presidents, when they were passing through Buffalo, were only too glad to stop. And they gave a word of good cheer to our men in the meetings.

"In addition to our International officers, we had the good advice of one of our old street car men who is now in the American Federation of Labor field—Brother Collins, of Yonkers, New York. Brother Collins was in Buffalo four months with us; he attended all our meetings; night or day, he was always willing to respond, and I was very glad when the International President suggested a vote of thanks, because if the American Federation of Labor never did anything else for our organization only at Buffalo, it is most worthy of a vote of thanks, in my opinion.

"Now as to the situation at the present time: In October, 1922, the International President called a conference of the representatives and officers of the largest organizations in the Amalgamated Association. I believe there were some twenty-five delegates at that conference. We took the delegates all over the city of Buffalo, to Lockport and Niagara Falls; we showed them the system, the condition of the cars, and the condition of the track. There has not been a dollar spent in the upkeep or the rolling stock of the company since the strike. Every car that is operated in Buffalo today has both ends and both sides caved in, and there is nobody there to re-

pair them, because, very fortunately, we had the members of the shop crafts in our organization, and up to the time I left Buffalo, out of about 300 shopmen, we have had only six desertions in the shop force.

"The conference was held there in Buffalo for two days, and delegates were there from Chicago, Boston, Pittsburgh, Toronto, St. Louis, Springfield, Massachusetts, Syracuse, Rochester, Utica and other places. I believe these men are very familiar with the details of the strike up to the time of their visit.

"Possibly we have had more money sent in to the assistance of our men in Buffalo than in any other strike in the history of the Amalgamated Association. I believe the International Executive Board and the International President realized that we were centered on a fight in Buffalo that meant the destruction, if successful in Buffalo, of the organization in a number of large cities.

"What has been the result? I was just thinking it over the other night, that of the three cities that Mitten was going to put out of existence besides Buffalo—namely, Pittsburgh, Cleveland and Chicago—instead of their being put out of business, they have all got an increase in wages this year, and I believe some of the credit for that must go to the city of Buffalo for the magnificent fight we have tried to put up there.

"We are struggling along. At the present time we are holding meetings in Buffalo just the same as the day we started on strike. We hold mass meetings there on Saturday nights, where the men who have engaged in other occupations have an opportunity to attend and to listen to the reports of what is going on. We had different men in there. Brother Quinlan and Brother Taber have been there on two or three occasions; Brother McLaughlin, Brother Clark, Brother Garrett Burns, Brother Mercer of Toronto, the Boston and Cleveland men have been there, and a number of other organizations have sent representatives to learn at first hand what is going on. We have gone to different meetings, Brother Conroy and myself, and talked to the different organizations. Wherever there was a call sent for us to talk on our strike, we always responded.

"It has been a long, hard fight, but our membership is in good shape. Brother Conroy was away at the State Federation of Labor convention when I came here, and I was unable to get the corrected report of the cars as submitted to the conference last October, but possibly some of the men who were at that conference will recall the number of cars that were in operation at that time. If my memory serves me right, I believe it was 237 or 238. I had a complete check taken, and I have it here, with the car number, the time they went out, and the time they pulled in at every station in the city of Buffalo. They are operating cars at the present time out of five stations in Buffalo. From one station they have never operated cars since the strike. There was a total number of cars pulled out during the peak loads in the morning of 419 on

August 29th. Under normal conditions they pull out 687 cars. The cars pulled in after the peak load was over in the morning numbered 200; total number of cars in operation from 10 A. M. to 4 P. M. was 219, and I ask any delegate here if, in a city of 500,000 people, they think 200 cars is anywhere near normal operation to carry these people. The normal number of cars in operation after peak travel, between the hours of 10 A. M. and 4 P. M., was 402. And there are less cars operating in the city of Buffalo today than there were on the 25th day of last October. This not only includes the city of Buffalo; it includes all the cars running out of Buffalo to Lockport, Niagara Falls, Tonawanda and Lancaster, the interurban line.

"We have a complete list here of the number of men that have deserted our ranks, died and left the service, or have been suspended, and up to the present time there are 161 men out of 2,166 who have left our organization, gone back to work, died, or never came out on strike. There were 23 men who were employed as car foremen, supervisors, dispatchers, ticket agents, etc., and it was always questionable in my mind as to whether they were entitled to membership or not, but in the stampede of organization in 1913 these men were all taken in and retained their membership. Up until the latter part of June, we had 157 desertions. In the month of July we had one man desert our ranks, and in the month of August, three men, so that I believe the men we have now as members of the organization are going to carry on the fight.

"I want to thank every man who has contributed any money. We have tried to raise money ourselves. After being on strike for nearly fourteen months, on August 25th we held a field day in the city of Buffalo for the striking men, and we cleared \$900 in cash. We have tried in every way to raise funds through dances and card parties. Through the good work of our International office, and particularly the International President, we were able on the pay-day before Christmas to pay to our married men \$29 and to the single men, \$18. All the money that has been sent to Buffalo, somewhere in the neighborhood of \$600,000, has been distributed to the men by the local officers. At the present time our men are working. The last report shows, I believe, that we paid 165 men, so that we are continually cutting it down, the men are getting jobs elsewhere, but there are a number of old men, as there are in every Division, who are incapacitated and unable to enter any other line of occupation. Some of these will have to be carried for some time yet.

"As far as the company is concerned, I believe they are bankrupt. They have spent (it is a published report of their own) they admit that for the first six months of the strike they lost \$4,107,000, up to January 1, 1923. According to the reports from January 1st to June 30th of this year, published in the editorials of the newspapers,

they have lost a little over \$3,000,000. I believe I am correct in saying that their entire revenue for any year never exceeded \$13,000,000. And they have recognized in their report to their Board of Directors that they lost nearly \$8,000,000 in the first year of the strike. Judge for yourself whether we are in a healthy condition in Buffalo or not.

"I think we have Tom Mitten cornered so tight he will never get out. We have never seen Tom Mitten. He has a bunch of people in there from Philadelphia. The last man who left the service was never criticized—Mr. Dickson—and I believe he is now Vice-President at Providence, Rhode Island. Mr. Dickson was always very fair in his dealings with our organization. Mr. Connette, the former President, never had a word with us. During the seven years we only had one arbitration, but since this tyrant came in there, we have had nothing but trouble.

"But I want you delegates to carry back to your respective organizations the message that Buffalo is going to fight until we win; it may take ten or fifteen cents per month of your money, but every dollar we have got in Buffalo has been good union money sent in there by members of this organization.

"I am proud of our International organization. I believe the International President realized that we were putting up a fight for the entire Amalgamated Association, or the big organizations interested in this Association, and I am the proudest man in this country to think that I have been President of such a gallant organization, putting up such a fight, a fight that we are in and that we mean to stay in until we win."

President Mahon: "While the report of the General Executive Board deals with the Buffalo situation, I feel that it would not be out of place, following the remarks of Delegate Parker, to say a word myself upon the Buffalo situation, and I am doing that for the reason that there are some who feel that possibly too great an effort was made for Buffalo, while not such great efforts were made for other Divisions. The Buffalo situation, as Brother Parker has stated to you, was not only a serious question for the members in the city of Buffalo, but the question of 'Mittenism' was a serious one to the Amalgamated Association. The co-operative plan, as advocated by Mitten, and as it has been worked on the men of Philadelphia, became the talk of the street and electric railway world of this continent. Two years ago, wherever you entered the offices of the officials of the railways of America, they were all talking 'Mittenism' and the Mitten plan. Their publications were boosting it.

"The Mitten plan is one controlled absolutely by the company, doing away with collective bargaining, forming committees of officers who call themselves employees, and, in a sense, are employees of the company, who direct and handle the affairs of that co-operative plan. It is claimed by Mr. Mitten and those with him that the proposition is to eventually give the railroad

property over to the men. The men of Philadelphia last year expected that from the dividends of the company and the stock they claimed to control by the Co-operative Society, they would get something, but if you read Mr. Mitten's report some little time ago, in which he criticised that view and pointed out to them that that was not to be expected, and this year, when under his plan the wages were to be increased, he took what should have been the increased wages to, in part, pay off the debt for stocks and bonds in the railroads in behalf of the co-operative plan, you can see what good that will do the men today, even if in the future they own it. It is beyond my conception, for they will never get any of it.

"Everywhere we went, that was the talk. In Chicago and in other cities the Mitten proposition was being planned. It was an attack upon collective bargaining. It was a proposition that would deprive you men of the opportunity to discuss what your wages should be, or the conditions of your employment. It was a direct attack, as we saw it, upon the trade union.

"We tried in a peaceful manner to meet the situation with Mr. Mitten. As Brother Parker has said, I went to Philadelphia and had a conference with Mr. Mitten and Mr. Tully. We went back to Buffalo with the understanding that, on account of the industrial situation confronting the country at that time, it was best to keep out of trouble. I realized then that sooner or later a contest would have to come, but we met it in the best way possible, to hold our forces together. When the next year came around I didn't want to touch it. The officers of the Buffalo Local came to a meeting of the Executive Board. Brother Parker was out upon some work for our organization. I advised Mr. Tuero and Mr. Conroy and, I think, Mr. O'Shea against touching it. I said we would await developments in that situation. And so they agreed to the Executive Board outlining a policy.

"Later on, President Parker and others of the Division thought it best that I should communicate with them again. I did so reluctantly, realizing what must come eventually in Buffalo.

"When the Buffalo situation came about, representatives of our larger organizations that had been watching the situation as keenly as I had, came to me. Brother Quinlan, of Division 241, had watched it very carefully, and we discussed it. Quinlan said it had to be a fight to the finish in Buffalo if we were to preserve the Amalgamated Association against the tactics of Mittenism. We agreed; we put on the armor and went into the battle in Buffalo, and every dollar, every penny that we could rake and scrape was brought together.

"I knew the character of the Buffalo men. Brother Fitzgerald and myself, with some of the men of New York State, had gone through the strike when we organized these men, we knew their temper and their disposition, and we felt that if it was necessary to wage a fight, there was no better set of men in America to wage that fight

for this organization than the members of the Buffalo Division. And so we were forced, if you please, to preserve this organization against the attack that had come upon the trade union movement among the street railway men of America. It was their open boast—next would be Pittsburgh—and we know that that was discussed very seriously by the officials of that company. We know it was seriously discussed by the officials of the Chicago company, and what I am saying today I know will be repeated to them, because every act of this Convention is being watched, as all our acts are being watched. For the last year they have been very much interested to know what my future course is going to be. I have been advised that the Mitten people have declared that they will get me. For thirty years they have been trying to get me, and I say to those who carry the messages today, carry this message back to them, that they will never get me as long as I live."

(At this point the delegates applauded loudly and rose to their feet.)

"That fight, I repeat, had to be made, and the fight has been made there as it has been made in many a war. Armies have preserved nations that have been wiped off their feet, and this Division fighting there was on the forefront; it was on the fighting line to preserve the Amalgamated Association.

"There has been some criticism. Just as soon as the companies, with their influence and with their henchmen in the Amalgamated, could begin to pick at anything, they began to pick, and just as soon as they could get there they were in Chicago, they were in Detroit, they were in Boston, they were in Pittsburgh, circulating stories that the strike was lost, the money was being misappropriated. While we were in St. Louis one gentleman came through there begging. There was no need of any member of the Buffalo Local going anywhere to beg in that strike, but they were circulating their slanderous, lying stories, as they have always circulated them, and I presume always will. God bless the organizations of Chicago, Divisions 241 and 308, where every month every man put a dollar behind the Buffalo men; the Boston Local, where every man and woman stood behind them with their money; and in Detroit and other Divisions, even where they went with their slanderous reports. Our membership stood by them, and I want to say to their everlasting credit that they have helped to preserve this organization, and 'Mittenism' is as dead as a door nail in the United States and Canada today.

"The officials of the company that a couple of years ago were pointing to 'Mittenism,' today shake their heads and say, 'Oh, he was a fool; it is gone.' That fight had to be made, and the money spent in Buffalo, I repeat, was spent to preserve this organization. That Division stood on the battle line preserving the standard of working conditions and the right of industrial bargaining of 125,000 men and women who belong to this organization, and, whatever

happens, we know the company is today a financial wreck. She is appealing to the people of Buffalo to raise her fare so that she can meet her losses, but that will never happen in Buffalo, in my opinion.

"In 1901, in our fight in St. Louis, we fought and struggled until we were temporarily defeated, and our forces were driven back, back, back. I said then, 'You may defeat us today, but we will be back tomorrow, because this organization is based upon principle and right, and it will live on and on when those who oppose it will be forgotten.' And last winter I was invited as President of the Amalgamated Association, to go to St. Louis, to dedicate one of their car barns. Fifteen or twenty years before that they had said the Amalgamated was to be driven out of town and that I would never come back.

"It is not me personally, but the Amalgamated, that is coming back. My friends, what we have done in Buffalo has set a lesson; it has shown what we can do; and if all our members will only be as true and loyal as the men of Buffalo, and stand as they have stood, they will never defeat the Amalgamated Association on this continent."

Secretary Reeves read the following telegram:

Philadelphia, Pa., Sept. 11, 1923.
Amalgamated Association of Street and Electric Railway Employees of America,
Care Convention Hall, Oakland, Calif.

The International Union of the United Brewery, Flour, Cereal and Soft Drink Workers of America, in Convention assembled, extend to your organization and Convention most cordial greetings, with the hope that the deliberations of your Convention may result in everlasting benefit to your membership and to the labor movement in general.

JOHN RADER,

General Secretary.

The telegram was received and the Secretary instructed to make suitable reply.

Secretary Reeves read the following communication:

San Francisco, Sept. 12, 1923.

To the Convention of
Amalgamated Association of Street and Electric Railway Employees of America,
Oakland, Calif.

Greetings:

On behalf of the San Francisco Labor Council, the undersigned hereby desire to convey our fraternal greetings and well wishes to the delegates of your Convention.

We also desire to extend a cordial invitation to such of your officers and delegates who venture to cross the San Francisco Bay and visit our city by the Golden Gate to visit our Council at its next regular meeting, to be held Friday evening, September 14th, at 8 p. m., in the Labor Temple, Sixteenth and Capp Streets, one-half block from Mission.

Tendering our best wishes for a successful Convention and the continued progress of your organization, we are,

Fraternally,

SAN FRANCISCO LABOR COUNCIL.

George S. Hollis, President.

Jno. A. O'Connell, Secretary.

Delegate Curry, Division 518, supplemented the invitation with a few words and added that he hoped some of the delegates would make it a point to cross the bay and visit the meeting of the San Francisco Labor Council.

Delegate Brown, Division 268, moved that the Chair appoint a committee of ten delegates to officially represent the Convention at the meeting of the San Francisco Labor Council. The motion was

seconded by Delegate Sutter, Division 568, and carried.

After a brief statement of approval of the motion by Delegate Nelson, Division 85, the Chair appointed Delegate John Nelson, Division 85; Executive Board Member Rear-don; Delegates Dan Curry, Division 518; Thos. Shine, Division 589; Robert Armstrong, Division 788; A. Lubber, Division 318; Garrett Burns, Division 26; P. J. McGrath, Division 85; Wm. C. Elford, Division 757; and Walter Norton, Division 282, as the committee.

The Chair stated that there was no business to come before the Convention, and that he believed the work of the Convention could be facilitated by adjourning for the afternoon and giving the committees an opportunity to meet and complete their work.

Delegate Swaab, Division 268, moved that an adjournment be taken until 9 o'clock Thursday morning, September 13th. Seconded by Delegate O'Neil, Division 98.

Delegate Curry, Division 518, asked to be excused from attendance at his committee meeting in the afternoon, stating that it was necessary for him to attend an important wage conference in San Francisco. The request was granted.

Delegate Honan, Division 687, asked to be excused from further attendance at the Convention, stating that his presence was necessary at wage conferences and that he was attending the Convention at his own expense. The request was granted.

Delegate Herbert, Division 790, moved that a vote of thanks be extended to Delegate Parker for the splendid report made by him on the Buffalo situation. The motion was seconded by Delegate Therrien, of the same Division, and carried unanimously.

President Mahon announced that the official Convention photograph would be taken at 12 o'clock in front of the hotel.

The time and place of the various committee meetings was announced, and at 11:40 A. M., upon the motion of Delegate Swaab, the Convention adjourned to 9 A. M., Thursday, September 13th.

During the morning the following resolutions were introduced and referred to the proper committees:

Resolution No. 6

Submitted by Delegate Nelson, Division 85.

Whereas, It has seemingly more and more become the custom of the employing corporations to ask arbitration in the settlements of contracts for wages and working conditions, all for the purpose of avoiding the principle of "direct negotiations"; and

Whereas, It has also become the custom of the employing corporations, for the purpose of delay, to raise legal as well as technical objections to "Terms" and "Propositions" as presented to them; and

Whereas, Such tactics on the part of the employing corporations tend to defeat the principle of collective bargaining, besmirch the principle of arbitration, strain the patience of wage scale committees, and blunt the spirit of the rank and file of the membership; therefore, be it

Resolved, That Section 112 of the Constitution and General Laws be amended to read: "If the Company refuses to accept arbitration as tendered, the International President or his Deputy shall forthwith proceed to declare a strike."

Referred to Committee on Law.

Resolution No. 7

Submitted by Delegates W. D. Robbins, A. Conn, Jos. Tomkins, Larry O'Connell and Fred Shephard, of Division 113.

Resolved, That the Laws of our Association be so amended as to provide that members who have less than three years' standing in the organization be not eligible to continue their membership in the Amalgamated in case they leave the occupation. This only to apply to persons joining our Association on or after January 1st, 1924.

Referred to Committee on Law.

Resolution No. 8

Submitted by Delegates Henry Lorange, W. P. Curtis and Fred Buchanan, of Division 691, Springfield, Mo.

Whereas, Knowing that all things that are for good can be achieved only by Divine guidance and assistance; and

Whereas, Our Association aims toward those things only which are for the uplifting of its members and the improvement of their welfare; therefore, be it

Resolved, That Division 691, of Springfield, Missouri, respectfully requests the delegates here assembled to amend that part of the General Laws on page 57, specifying: "Section 1. The Officers of a Local Division shall consist of a President, Vice-President, Recording Secretary, Financial Secretary, Treasurer, Correspondent, Conductor, Wardens and Sentinel," to have added thereto "Chaplain"; and, be it further

Resolved, That a new section be added to the General Laws, to follow Section 11 on page 60, covering the duties of a Chaplain.

Referred to Committee on Law.

Resolution No. 9

Submitted by Delegates W. D. Robbins, Jos. Tomkins, A. Conn, L. O'Connell and Fred Shephard, of Division 113.

Resolved, That Section 8 of the Constitution and General Laws be amended by inserting four hundred (400) in place of three hundred (300) now in the laws.

Referred to Committee on Law.

Resolution No. 10

Submitted by Delegates Walter F. Norton, C. J. Simmons, J. A. Lawrence and E. M. Dwyer, of Division 282.

Whereas, Many members of the A. A. of S. and E. R. E. of A. do not enjoy the eight-hour day or the six-day week, therefore, be it

Resolved, That this organization, in Convention assembled, do hereby declare unequivocally for the eight-hour day, and require the same to be incorporated in all future proposed contracts by our organization to the companies; and be it further

Resolved, That an effort be put forth by all Local Divisions of this organization to bring about the enactment of State legislation in the various States of the United States and the various Provinces of Canada granting the eight-hour day and six-day week to employees of all public utilities; and, be it further

Resolved, That wherever a condition exists whereby members receive ten hours' pay for less than ten hours' work that same condition continue, if members of a Local Division so desire.

Referred to Committee on Resolutions.

Resolution No. 11

Submitted by Delegates Walter F. Norton, C. J. Simmons, J. A. Lawrence and E. M. Dwyer, of Division 282.

Whereas, Many Local Divisions of the A. A. of S. and E. R. E. of A. are not enjoying a one day's rest in seven; and

Whereas, It is possible to secure this improved condition through the medium of State legislation; therefore, be it

Resolved, That efforts be put forth by the various Divisions of this Association to secure State legislation granting to the Street and Electric Railway Employees of the various States and Canada the one-day rest in seven.

Referred to Committee on Resolutions.

Resolution No. 12

Submitted by Delegates Walter F. Norton, C. J. Simmons, J. A. Lawrence and E.

M. Dwyer, of Division 282.

Resolved, That section 50 of the General Laws of this organization, on page 16, be amended as follows: Strike out the figures (65) on the second line and insert therein the figures (55); also, strike out the words (the defense fund) on the fifth line; also, strike out the following words and figures following the word "claims" on the eleventh line and ending at the word "strikes" on the fourteenth line: "ten (1) cents per month shall be used to create the defense fund of the Association for the protection of the membership of the various Divisions in case of lock-outs and strikes."

Referred to Committee on Law.

Resolution No. 113

Submitted by Delegates Walter F. Norton, C. J. Simmons, J. A. Lawrence and E. M. Dwyer of Division 282.

Resolved, That Section 8 of the General Laws of this organization, on page 4, be amended as follows: Strike out the following words, following the letters "L. D." on the second line, and figures on the third line ending at the word "members": "having three hundred" and insert therein "having five hundred (500)."

Referred to Committee on Law.

Resolution No. 14

Submitted by Delegate White, Division 416.

Because of the great expense of negotiating contracts, be it

Resolved, That this Convention adopt a resolution confining the negotiation of local contracts to not more than three men selected by the Local Division. The three men to be selected from the Executive Board of the Division.

Referred to Committee on Resolutions.

Resolution No. 15

Submitted by Delegate William J. Sutter, Division 568.

Resolved, That inasmuch as the recommendation of the International President, in his report at the Atlanta (Ga.) Convention, recommending that the General Executive Board be fully authorized to outline proper laws to be submitted to the different Legislatures of the States where it is required covering the operation of one-man cars, and no effect has been had in the State of Pennsylvania, that the Delegate from this Division to the International Convention be requested to submit the following resolution:

Whereas, It is not safe for an operator of a one-man car to leave his car standing on a grade or on the level, and go ahead 300 feet or more to flag a railroad crossing or pull a D-rail and then return 300 feet or more to his car, and proceed to cross the said railroad crossing, which is a very dangerous practice; therefore, be it

Resolved, That the General Executive Board be instructed by this Convention to draft laws to be presented for enactment in the various Legislatures and Senates of the States requiring all electric railway companies operating one-man cars over grade crossings to place a flagman at each and every crossing which one-man cars operate over, so as the operator of a one-man car can cross over the said railroads with perfect safety; and be it further

Resolved, That the law when drafted would make it unlawful for an operator to leave his car standing, and leave his car at the approach to any railroad grade crossing.

Referred to Committee on Resolutions.

Resolution No. 16

Submitted by Delegate William J. Sutter, Division 568.

Resolved, That the Delegate from this Division to the International Convention be instructed to submit the following resolution:

Whereas, the operation of a one-man car puts double the amount of work on one man, and the continuous operation is very strenuous on an operator's health and nervous system; therefore, be it

Resolved, That Local Divisions be instructed, when drawing up contracts covering the operation of one-man cars, that every effort should be put forth in securing an eight-hour day on a one-man car, and the International Officers, when assisting Locals in securing new contracts, shall do everything within their power to secure the eight-hour day for this class of work.

Referred to Committee on Resolutions.

Resolution No. 17

Submitted by Delegate William J. Sutter, Division 568.

Whereas, The one-man cars are creeping into our organization and in a number of cities they are 50 per cent or better and going toward the 100 per cent mark, and the trainmen who have served the companies as trainmen for twenty-five years or more are being compelled to give up the work as trainmen and forced to leave the service and seek other occupations for the reason that they are too old to handle this style of car and work; and

Whereas, These trainmen are compelled to give up their vocation after spending their entire life at this occupation, without any compensation or provision made for the few remaining years; therefore, be it

Resolved, That the Officers of the Amalgamated Association of Street and Electric Railway Employees of America be instructed at this Convention to take proper steps to have a bill passed through the Legislature compelling all municipally and privately owned street railway companies to create an old-age pension fund, to be used to take care of platform men after twenty-five years of service.

Referred to Committee on Resolutions.

Resolution No. 18

Submitted by Division 85.

Whereas, The long struggle of the street car men of Buffalo for existence, and the struggle of the men of Buffalo is the fight of all car men throughout the United States and Canada; and

Whereas, The struggle at Buffalo is to be continued indefinitely; be it

Resolved, That the International President and the General Executive Board be empowered by the Convention to lay a general assessment sufficient to care for the men and the situation in general at Buffalo.

Referred to Committee on Resolutions.

Resolution No. 19

Submitted by Delegates M. J. Murray, E. C. Fuller, Perry Hackler and G. C. Warrick, Division 587.

Whereas, It is conducive to the health and happiness of workers that they have sufficient time for recreation and companionship with their families; and

Whereas, The employees of street railways are required to distribute their working day over a long period of time, when it is possible to confine the working day to a reasonable period of time; now, therefore, be it

Resolved by the Amalgamated Association of Street and Electric Railway Employees of America, in Convention assembled, That we endorse an Act providing that no person engaged in operating a public conveyance shall work more than eight hours in twenty-four (24), and providing further that the said eight hours shall be completed within a period of ten (10) hours, and urge the passage of such an Act in every State and Province within the jurisdiction of this Association.

Referred to Committee on Resolutions.

Resolution No. 20

Submitted by Delegates M. J. Murray, E. C. Fuller, G. C. Warrick and Perry Hackler, Division 587.

Whereas, The employees of street cars are engaged in public at long hours under constant nervous strain, seven days per week; and

Whereas, Such constant work is a menace to the health of the employees and exposes the public to danger when their vehicles of conveyance are manned by overworked employees; now therefore, be it

Resolved by the Amalgamated Association of Street and Electric Railway Employees of America, in Convention assembled, That we endorse an Act providing for one day of rest in seven for such employees, and urge the passage of such an Act in every State and Province within the jurisdiction of this Association.

Referred to Committee on Resolutions.

Resolution No. 21

Submitted by Delegate M. J. Murray, E. C. Fuller, G. C. Warrick and Perry Hackler, Division 587.

Whereas, There is a tendency on the part of operators of street railways to increase the use of so-called "one-man cars"; and

Whereas, The passengers of such cars are exposed to constant danger, by reason of the fact that operators of such cars are required to perform many other duties while such cars are in motion, which duties distract and cause the attention of the operators to be removed from the running of the cars; now, therefore, be it

Resolved by the Amalgamated Association of Street and Electric Railway Employees of America, in Convention assembled, That we endorse an Act providing for the safety of passengers and employees on street cars, and prescribing the number of men that shall constitute a car crew, and urge the passage of the attached Act in all States and Provinces within the jurisdiction of this Association:

An Act relating to public highways, the safety of the public, passengers and employees on street cars, prescribing the number of men that shall constitute a car crew, providing for the prosecution and penalties for violation thereof, and for the time when this Act shall take effect.

Be it enacted by—

Section 1. The State or Province of—, exercising herein its police and sovereign power, declares that the safety of the public in crowded thoroughfares demands the regulation of dangerous instrumentalities of conveyance.

Section 2. On and after the taking effect of this Act it shall be unlawful for any corporation, municipality, company, person or court officer engaged in the business of carrying or transporting passengers for hire or fare, to operate, or allow to be operated, any street car in passenger service along or upon any street, road or highway within corporate limits of any city of the first class, without such car or cars be in charge of a full crew, consisting of one motorman whose duties shall be confined to the actual running of the car, and one conductor whose duties shall be confined to the collection of fares, caring and providing for the comfort and safety of the passengers; and neither of said crew shall be permitted or required to perform the duties of the other. Provided, it shall be lawful to use in passenger service cars not to exceed twenty-five feet in length and having a seating capacity not to exceed thirty passengers, and operated with but one person who may perform the duties of both motorman and conductor, but in no event shall such cars be operated except in the manner provided in the next two succeeding sections.

Section 3. Each and every car operated by one person, as provided for in Section 2 of this Act, shall be equipped with an emergency exit capable of being opened by the passengers in case of accident, and shall be in addition to the entrance door of such car; and each and every car so operated shall be equipped with automatic power control and brake appliance, which shall be capable of bringing the car to an immediate stop in case of disability or death of the operator; said appliance shall at all times be kept in proper working order; and the use and operation of such cars shall be confined, wherever possible, to other than main traffic streets.

Section 4. It shall be unlawful for any person performing the duties of both the conductor and motorman on any car in passenger service to start or operate such car, or permit such car to be in motion while he is collecting fares or performing any duty not necessary in the actual movement of such car; nor shall he permit any passenger to ride upon the platform of such car. A copy of this section shall be posted in a conspicuous place in each car operated by one person.

Section 5. Any corporation, municipality, company, person or court officer operating any street railway as provided in any section of this Act, or fail, neglect or refuse to comply with the conditions of Sections 2, 3 and 4, shall forfeit and pay to the State or Province a penalty of not less than fifty dollars and not more than two hundred dollars for each and every violation thereof, and each period of ten days that such corporation, municipality, company, person or court officer shall fail, neglect or refuse to comply with the provisions of this Act, and each car operated in violation of any provision or conditions of this Act, shall be deemed and taken to be a separate violation. Any employee or person described in Section 4 of this Act who shall violate any provision of that section shall forfeit and pay to the State or Province not less than fifty dollars and not more than one hundred dollars. All money collected under and by virtue

of this Act shall be paid into the common school fund of the State or Province.

Section 6. All Acts and parts of Acts in conflict with this Act are hereby repealed. If any part of this Act is held by any court to be invalid, the remainder of the Act shall, nevertheless, be valid.

Section 7. It shall be the duty of the Prosecuting Attorney of the various States and Provinces to enforce the provisions and prosecute the violations of this Act.

Section 8. This Act is necessary for the immediate preservation of the public safety, and shall take effect thirty (30) days after its passage.

Referred to Committee on Resolutions.

Resolution No. 22

Submitted by Delegate Matthews, Division 192.

We would like to amend two sections of the Constitution and General Laws of the A. A. of S. and E. R. E. of A., known as Sections Nos. 87 and No. 88.

Section 87. Leave out the words, "in continuous employment as a street and electric railway employee," and change to the following:

"In order to establish a funeral benefit for the proper burial of members in case of death, disability benefits to aid them in case of total disability that may overtake them in connection with their occupation as street and electric railway employees, an old age benefit to assist them where they have reached old age."

(The rest of the section to remain as it is at present.)

Section 88. To change the part relating to the old age benefit and have the section read as follows:

"Members of this Association, after one year of continuous membership in the Association, shall be entitled to one of the following benefits: Funeral or total disability; and after ten years' continuous employment as a street and electric railway employee, and twenty years of continuous membership in this Association, and reaching the age of sixty-five, shall be entitled to the old age benefit, provided they have complied with the laws of the Association and are in good standing, and that the Local Divisions to which they belong are in good financial standing and have complied with the laws and rules laid down in the Constitution and Laws of this Association."

Referred to Committee on Law.

Resolution No. 23

Submitted by Delegate T. McCarthy, Division 192.

Resolved, That this Convention order the sum of Twenty-five Thousand Dollars (\$25,000.00) be set aside as a Special Fund for organization work and to carry on a campaign for an eight-hour day for street and electric railway platform men in California.

Referred to Committee on Resolutions.

Resolution No. 24

Submitted by Delegate B. F. Bowbeer, Division 192.

Whereas, Practically all shop, track and office help employed by street and electric railway companies of this State are working the eight-hour day, while the platform and trainmen, who have the responsibility of handling the traveling public and operating trains and cars over the public high ways, are working a ten-hour day; therefore, be it

Resolved, That this Convention instruct the International President to render all assistance possible to the Divisions in California in an effort to establish the eight-hour day for street and electric railway trainmen and platform men.

Referred to Committee on Resolutions.

Resolution No. 25

Submitted by Delegates M. O'Connor and P. Reynolds, Division 281.

Whereas, Our preamble states "We, the Amalgamated Association of Street and Electric Railway Employees of America, this day and date assembled in Convention, in order to secure and defend our rights, advance our interests as working men, create an authority whose seal shall constitute a certificate of character, intelligence and skill, build up an organization where all the working members of our craft can participate in the discussion of those practical problems upon the solution of which depends our welfare and prosperity, to encourage

the principles and practice of conciliation and arbitration in the settlement of all disputes and differences between Labor and Capital, establish order, insure harmony, promote the general cause of humanity and brotherly love, and secure the blessings of friendship, equality and truth, do ordain and establish this Constitution and these Laws for the government of said Association"; and

Whereas, Section 3 and Section 4 state our objects and Section 170 fully outlines our principles; and

Whereas, We are conscious of a movement to weaken our structure through the medium of so-called company co-operation and welfare plans; therefore, be it

Resolved by the Eighteenth Biennial Convention, To reaffirm our opinions, principles, objects and obligations contained within the sections of our Constitution above enumerated; and be it further

Resolved, That Officers of Local Division be advised by circular letter of the policy of the Association of any proposed welfare or co-operative movements.

Referred to Committee on Law.

Resolution No. 26

Submitted by Delegate Bruce, Division 308.

Resolved, To amend Section 69, page 25, by adding after the word "case" in the thirteenth line: "The accused member shall have the right to be represented at the trial by any member whom he or she may select as their counsel. When more than one member is accused of the same offense, the accused members shall have the right to be represented at the trial by any member whom they may select as their counsel. In case of no selection by the accused, the Trial Board may appoint some member to represent them."

The rest of the section to remain as at present.

Referred to Committee on Law.

Resolution No. 27

Submitted by Delegate John J. Bruce, Division 308.

Resolved, To amend Section 3, page 79, by adding after the word "Division," in the seventh line: "He shall have the right to vote only in case of a tie."

The rest of the section to remain as at present.

Referred to Committee on Law.

Resolution No. 28

Submitted by Delegate John J. Bruce, Division 308.

Resolved, To amend Section 48, page 21, by striking out "\$1.00" in the third line and inserting \$1.50."

Referred to Committee on Law.

Resolution No. 29

Submitted by Delegate J. W. Dennis, Division 441.

Resolved, That Section 17 be amended by striking out the words "First Vice-President" in the first line and inserting in lieu thereof the words "Vice-Presidents," making the section, when amended to read as follows:

"Section 17. The Vice-Presidents, General Executive Board and Association Editors shall be required to attend the Convention, their expenses to be paid from the General Fund when not serving as a delegate."

Referred to Committee on Law.

Resolution No. 30

Submitted by Delegate Walter F. Norton, Division 282.

Whereas, A vast majority of the membership of this organization do not take the interest that they should in the affairs of this organization; and

Whereas, Many of the traction companies of the United States and Canada are taking advantage of this condition to the extent of establishing company unions in an effort to crush this wonderful organization; therefore, be it

Resolved, That the General Executive Board of this organization be instructed to devise a system of education for the membership of this organization through the various Local Divisions, to show the value of this organization and the many benefits to be derived through the medium of the A. A. of S. and E. R. E. of A., either in the form of pamphlets or special meetings, or in some other way

to get our members interested in the local meetings and bring out a larger attendance at same, and in that way make boosters out of all of our members, instead of some fault-finders, and increase our membership and interest in the welfare of this entire organization.

Referred to Committee on Resolutions.

FOURTH DAY

September 13, 1923

THURSDAY MORNING SESSION

The Convention was called to order at 9 o'clock A. M., President Mahon in the chair.

Secretary Reeves read the following telegram:

Vancouver, B. C., September 12, 1923.

W. D. Mahon,
President Amalgamated Association of Street and Electric Railway Employees of America,
Oakland, California.

Trades and Labor Congress of Canada, in annual Convention assembled, sends fraternal greetings to your Convention, and trusts your deliberations will be most beneficial to your membership and the labor movement as a whole.

P. M. DRAPER,

Secretary-Treasurer.

The telegram was received and made part of the record.

President Mahon called the attention of the delegates to the arrangements that had been made for the return trip home, stating that a special train would leave Oakland for Los Angeles on Monday morning, September 17th, via the Southern Pacific lines, and that a special train via the Santa Fe Railway would leave Los Angeles on Thursday morning, September 20th, for Chicago, stopping en route at the Grand Canyon. He stated that the representatives of the railroads would be in the hotel throughout the day, prepared to look after any arrangements the delegates might care to make. He also stated that while the Oakland committee had arranged for the Convention banquet on Monday evening, they had agreed to readjust their program to meet the wishes of the delegates, and to hold the banquet on Sunday, if necessary.

Tribute to Late Moard Member Cornelius

President Mahon: "Yesterday I had intended to call attention to one or two matters, but owing to the adjournment for the afternoon I was prevented from doing so. Yesterday was the thirty-first birthday of the Amalgamated Association, the 12th of September. That was the day upon which this organization had its birth in the city of Indianapolis, thirty-one years ago. We are meeting here at this time on the Pacific Coast. One of the old warriors of the Amalgamated, Brother Richard Cornelius, is buried in the city of San Francisco. He was the pioneer of the movement upon this Coast, one of the tireless workers, a man who suffered greatly from bodily afflictions, but who was always in the front fighting for the street car men of the Pacific Coast. He is buried in San Francisco, and I think it would be well for this Convention meeting here, in memory of the work done by Brother Cornelius, to at least place a wreath upon his grave. I bring this matter to your attention for such action as you may deem best."

Delegate Mooney, Division 518: "I move that the Convention comply with the request of the International President, and

that we officially place a wreath upon the grave of our late lamented brother, 'Dick' Cornelius."

The motion was seconded by Delegate Ulrich, Division 26, and carried unanimously.

President Mahon: "I will appoint upon that committee, Brother John B. Mooney, Vice-President Fitzgerald and Secretary Reeves, of the General Executive Board, to see that the wreath is secured and placed upon the grave of Brother Cornelius."

Delegate Mooney inquired whether the Convention would be in session on Saturday afternoon, stating that Saturday was the regular visiting day at San Quentin Prison, and that many of the delegates desired to have the opportunity of visiting Brother Tom Mooney there.

The Chair stated that in view of the arrangements made for leaving Oakland on Monday morning, it might be possible that the Convention would be crowded for time on Saturday, but that whatever arrangements could be made for the visit to San Quentin would be made, and that in the event the Convention was still in session, there would be no objection to some of the delegates paying a visit to Brother Mooney if they desired to do so.

The Chair suggested to the committee appointed to place the wreath on the grave of Brother Cornelius that if they could arrange to do so on Sunday, it would be possible for many of the delegates and visitors to be present, the San Francisco members having arranged to entertain them on that day.

Reports of committees were called for, and none were prepared to report at this time. Some of the chairmen reported that they had partial reports ready, and that an adjournment of a few hours would enable them to complete their work.

Delegate Dwyer, Division 241, moved that the Convention adjourn to reconvene at 12:30 and remain in session the balance of the afternoon. Motion seconded.

Delegate Hebert, Division 790, moved as an amendment that an adjournment be taken until 10:30 A. M.

Delegate Luchsinger, Division 627, proposed a substitute for the whole that the Convention adjourn until 1:30 o'clock to give the committees ample opportunity to complete the preparation of their reports. Substitute seconded.

President Mahon reminded the delegates that, under the rules governing the Convention, no resolutions could be presented after 12 o'clock today without the unanimous consent of the Convention, and urged the delegates to promptly present all resolutions in their possession.

Announcements were made as to time and place of committee meetings.

The substitute motion offered by Delegate Luchsinger was adopted, and at 9:30 o'clock the Convention adjourned to reconvene at 1:30 P. M. of this day.

During the morning the following resolutions were introduced and referred to the appropriate committees:

Resolution No. 31

Submitted by Delegate Joseph M. Keanan
Division 194.

Whereas, I have been instructed by our membership to bring a matter to the attention of the delegates of this Eighteenth Biennial Convention that has been the cause of great concern to the membership of our Division, due to the employing company pensioning or removing from service members of our Division who, through physical defects or old age, are unable to continue in their occupations, I therefore offer the following amendment to Section 88 of our General Constitution, to read as follows:

"Members of this Association, after one year of continuous membership in the Association, shall be entitled to one of the following benefits: Funeral or total disability; and after twenty years of continuous membership in the Association, and reaching the age of sixty-five, they shall be entitled to the old age benefit. Provided, that if after twenty years of continuous membership such a member is pensioned or removed from service for physical defects or old age by the employing company before reaching the age of sixty-five, that member, provided he does not engage in any other occupation and continues to fulfill all his obligations under the Constitution, shall be entitled to the old age benefit upon reaching the age of sixty-five, and provided that such member has complied with the laws of the Association and is in good standing, and that the Local Division to which he belongs is in good financial standing and has complied with the laws and rules laid down in the Constitution and Laws of this Association."

Referred to Committee on Law.

Resolution No. 32

Submitted by Delegate Joseph M. Keanan
Division 194.

Resolved, That Section 107 be amended to read as follows:

"A member, to be entitled to the old age benefit, must have complied with the General Constitution and Laws and be employed as a street and electric railway worker when applying for old age benefits, except in cases where employing company has pensioned or removed such member from service because of advanced age or physical defects. A member desiring old age benefit shall make application to the Local Division of which he is a member, except he should hold his membership with the general organization; in that case he will write and secure from the International President a regular application blank and fill out the same according to the instructions that will be sent him from the general office.

"If the claim is made to the Local Division, it shall be first considered by the Local Division, and if it is determined by the Local Division that the applicant is entitled to the claim, the application shall be forwarded to the International President by the Financial Secretary. Accompanying the application shall be a doctor's certificate stating the condition of the applicant. The applicant shall also state his age, with such proof as is possible to submit, and such other information as he may deem advisable upon the subject. The Local Division may add such information as it deems advisable.

"Upon approval of the application by the International President, the Association shall pay the claim. If the International President is not satisfied with the claim, it shall be referred to the General Executive Board, which, at its first meeting after the claim has been filed, shall make a thorough examination and pass upon the same. Approval of the application by the General Executive Board shall be sufficient warrant for payment of the claim. If the claim is denied by the General Executive Board, applicant may make application for payment by appealing to the regular Convention of this Association. In no case will he carry his claim into the courts until the claim has been passed upon by the Convention. If the claim is allowed by the Convention, it shall be paid in order by the International President from the Death, Disability and Old Age Benefit Fund of this Association, as heretofore provided."

Referred to Committee on Law.

Resolution No. 33

Submitted by Delegate Julian E. Johnson,
Division 308.

Resolved, To amend Section 69 by striking out from line 15, sixth word, up to line 20, second

word, and inserting: "The accused member shall have the right to be represented at the trial by any member whom he may select as his counsel, and in case of no selection by the accused, the Trial Board may appoint some one of the members to represent him. In case more than one are accused of the same offense, the group shall be entitled to but one member to represent them, there being but one member to prosecute them."

Referred to Committee on Law.

Resolution No. 34

Submitted by Delegate George W. Cross,
Division 125.

Resolved, That Section 112 be amended to read: "If by compliance with Section 111 the Committee has been unable to secure a settlement of the matters in dispute satisfactory to the Local Division, and the Local Division believes that the matters in dispute are of such importance that a strike should be ordered, the question of a strike shall be submitted to a secret ballot vote of the entire membership of the Local Division. If necessary to reach the entire membership of the Local Division, the ballot shall be taken by referendum, ballots being prepared and so distributed to give every member an opportunity to vote. If two-thirds of the membership voting upon the question decide in favor of suspending work, the Local Division shall at once notify the International President. The International President, upon receipt of such notice, shall proceed to the scene of dispute in person or by deputy, and, in conjunction with the Committee of the Local Division, shall make a thorough investigation and attempt to settle the matter in dispute. In case of failure to secure a settlement, the International Officer, together with the Local Committee, shall determine whether or not the case should be arbitrated."

Referred to Committee on Law.

Resolution No. 35

Submitted by Boston Delegation by instructions of Division 589.

Motion was made, seconded and passed, That the Boston delegation be instructed to introduce an amendment to the law to raise the Death, Disability and Old Age benefits from \$800.00 to \$900.00 for the ninth year, and \$1,000.00 thereafter.

Referred to Committee on Law.

Resolution No. 36

Submitted by Boston Delegation by instructions of Division 589.

Motion was made, seconded and passed, That the Boston delegation be instructed to introduce a resolution that the 4 cents of the 65 cents per capita tax that is going to the editing of the "Motorman and Conductor" be set aside as a Convention Fund to pay the mileage to and from the Convention of the delegates attending, and that the "Motorman and Conductor" be edited and distributed semi-annually.

Referred to Committee on Law.

Resolution No. 37

Submitted by St. Louis Delegates, Division 788.

Resolved, That Section 35 of the Constitution and General Laws be amended to read as follows:

"Elections in Divisions shall take place at the first meeting in December and June. Where Divisions hold semi-annual elections and where the elections are held annually, the election shall be held either at the last meeting in December or the last meeting in June, as may be required to approximate the expiration of the official year. In Divisions that elect by ballot the election must take place on or before the 25th of the month, either in June or December, at the expiration of the year. The installation of officers shall take place at the first meeting in the next term. The retiring officers shall see that all officers are duly installed and placed in charge of their office before they surrender or turn over the office; and when an officer who has been elected fails to attend the meetings, or fails to function as an officer, or tenders his resignation, he shall be debarred from re-election during that term of office. His office shall be declared vacant, and a new election to fill the same shall be held in accordance with the laws and provisions of this Constitution."

Referred to Committee on Law.

Resolution No. 38

Submitted by Portland, Ore., Delegates, Division 757.

Whereas, a resolution seeking the establishment of an old age pension fund by the Amalgamated Association of Street and Electric Railway Employees has been voted down for good and sufficient reasons; and

Whereas, We believe that the Association is highly in favor of an old age pension law; therefore, be it

Resolved, That the Association in convention assembled authorize the Executive Board to draw up an old age pension bill and submit same to the various Divisions of the Association, or Legislative Committee, for presentation to the various Legislatures of the country with the object in view of obtaining suitable and uniform old age pension laws throughout the United States and Canada.

Referred to Committee on Law.

Resolution No. 39

Submitted by Delegate Joseph M. Keanan, Division 194.

Be it Resolved, That Section 62 of our laws be amended, which now reads as follows:

"When a member of the Amalgamated Association of Street and Electric Railway Employees of America enters into employment as a city fireman, policeman, or other officer of the peace, which includes constable, sheriff, deputy sheriff, private policeman, or special agent; such members, upon accepting or entering into any of these positions, shall withdraw from membership in this Association." Be it further

Resolved, That Section 62 of the Amalgamated Association of Street and Electric Railway Employees of America's laws be changed to read as follows:

"When a member of this Association leaves the service of said company and enters into such position as city fireman, policeman, constable, sheriff, deputy sheriff, or special agent, said member shall be allowed to maintain his membership in this Association, and should his death be caused by natural causes, this Association must pay his full claim." Be it further

Resolved, That should said member meet his death by accident, by performing any of the above mentioned positions, this Association shall pay only one-half of said claim. Said members must pay full dues to maintain their membership.

Referred to Committee on Law.

Resolution No. 40

Submitted by Delegate Joseph M. Keanan, Division 194.

Whereas, The delegates of Division 194 have been instructed by our membership to bring a matter to the attention of the delegates of this Convention that has been the cause of great concern to the membership of our Division, due to the employment of colored men in departments of the service other than motormen and conductors; and

Whereas, The delegates to this Convention from Division 194 having been so instructed, and with the further instructions to request certain grants; therefore, be it

Resolved, That the delegates in attendance at this Eighteenth Biennial Convention of our Association do hereby instruct the International President to issue separate charter in the City of New Orleans for the colored employees and those colored men who are members of Division No. 194.

Referred to Committee on Resolutions.

Resolution No. 41

Submitted by Delegate Joseph M. Keanan, Division 194.

I hereby submit the following amendment to Section 62 of our general Constitution and Laws:

Resolved, That when a member of this Association takes employment as city fireman, policeman, or detective, which includes constable, sheriff, or deputy sheriff, such member, upon entering such position, shall withdraw from membership in this Association. The Local Divisions shall see that members entering such positions are granted withdrawal cards or terminate their membership immediately upon the acceptance of such positions, and where any Local Division disregards this law and allows a member to remain in any one of these positions in violation of this law, the Local Division shall, in case benefits are declared against

the Association, pay the said benefit from the local treasury.

Referred to Committee on Law.

Resolution No. 42

Submitted by Delegate H. O. Teat, Division 732.

Resolved, That the following be added to Section 13 of our present Constitution:

The mileage shall be borne by the International Association, striking out the words, "Local Division they represent." This to be regulated by the General Executive Board, and when receipts are shown representing the mileage paid out by the delegate from his starting point to the meeting place of the Convention, both to the Convention and return to the starting point, the nearest route to be taken.

Referred to Committee on Law.

Resolution No. 43

Submitted by Delegate H. O. Teat, Division 732.

Resolved, That the following be added to Section 8 of our present Constitution:

That each Local Division will be represented as above stated in this Section, and be paid by the International organization for time lost in attending any Convention in the future, and that the General Executive Board be empowered to raise the per capita dues on each and every member of the Association, to pay a stipulated amount for the services of the delegate to and from the Convention. That this Convention regulate the amount to be paid to delegates attending Conventions.

Referred to Committee on Law.

Resolution No. 44

Submitted by Delegate Myles P. Callahan, Division 241.

Amend Section 106 to read, on fourth and fifth lines, "sixty (60) years" in lieu of sixty-five (65).

Referred to Committee on Law.

Resolution No. 45

Submitted by Delegate Julian E. Johnson, Division 308.

Resolved, To amend Section 69 by inserting, after "determine," in line 10, the words, "In addition there shall be appointed one member to serve as prosecutor."

(This would recognize that the Board cannot properly assume the opposite duties of both prosecutor and impartial judge on the case.)

Referred to Committee on Law.

Resolution No. 46

Submitted by Delegate Julian E. Johnson, Division 308.

Resolved, To amend General Laws, Section 69, line 9, seventh word, by substituting "three" for "five."

(This would reduce the number on the Trial Board from five to three, believing three is sufficient, and that it would be an economy.)

Referred to Committee on Law.

Resolution No. 47

Submitted by Delegate John B. Mooney, Division 518.

Whereas, The question of recognition of the present Russian government is of importance to labor, as shown by the amount of space and time devoted to Russia by the spokesmen of the American labor movement; and

Whereas, With very few exceptions, the line of division on this matter, as in the highest legislative chambers of the United States government, has been between those who are the avowed friends of labor, like Senators La Follette, Borah, Wheeler, Brookhart and others, while those who oppose the recognition of Russia are the very ones who endorse the policy of the injunction and other vicious attacks on organized labor; and

Whereas, It is impossible for the world to recuperate from its misery and suffering and return to peace and prosperity as long as Russia, with its 150 millions, occupying one-sixth of the inhabitable earth, is outlawed by the refusal of recognition; and

Whereas, Labor is vitally interested in a peaceful world, which is impossible as long as Russia is outlawed; and

Whereas, The present Russian government has existed for almost six years and everybody admits

that there is no other that is likely to replace it in the near future; therefore, be it

Resolved, That the Eighteenth Convention of the Amalgamated Association of Street and Electric Railway Employees of America goes on record in favor of resumption of official trade relations with Russia and recognition of the present Russian government.

Referred to Committee on Resolutions.

Resolution No. 48

Submitted by Delegate Newell D. Evans, Division 381.

Whereas, Labor organizations all over the country have seen fit to recognize the government of the people of Russia; and

Whereas, One hundred and sixty million people of Russia are ostracized by the rest of the world; and

Whereas, The world cannot have settled conditions as long as this exists; and

Whereas, There is no longer any question as to the stability of the Russian government, for it is here to stay; and the Russian people are deserving of recognition by the working men and women of the rest of the world; therefore, be it

Resolved, That we, the delegates to the Eighteenth Convention of the Amalgamated Association of Street and Electric Railway Employees of America, at Oakland, California, September 10, 1923, do hereby recognize the government of the people of Russia; and, be it further

Resolved, That our International officers be instructed to urge upon our representatives in Congress to pass measures for recognition of the Russian peoples' government.

Referred to Committee on Resolutions.

Resolution No. 49

Submitted by Delegate C. N. F. Reddick, Division 713.

Whereas, Division 713 of Memphis, Tenn., had in their By-Laws a fine on their members for not attending at least one meeting per month; and

Whereas, An appeal was made from a member of the Northwest to the General Executive Board to prevent being fined for non-attendance, and the ruling of the Board was that it was not legal to fine a member for non-attendance; and

Whereas, Since that ruling the By-Laws of Division 713 were changed to conform to the ruling of the Board, and immediately thereafter the attendance dropped; therefore, be it

Resolved, That this Convention go on record to give the Local Divisions the right to fine their members for non-attendance at the meetings, unless a reasonable excuse is offered.

Referred to Committee on Law.

Resolution No. 50

Submitted by Delegate Charles Brasher, Division 256.

Resolved, To amend Section 48 by striking out "\$1.00" in the third line, and insert therefore, "\$1.25."

Referred to Committee on Law.

Resolution No. 51

Submitted by Delegate Jacob Yokers, Division 194.

Whereas, The spirit of labor and progressive condition of modern times requires that consideration should be extended to the future welfare and protection of our fellow members when they are unable to provide for themselves; and

Whereas, The street and electric railway companies of America and Canada are placed as a part of the public service of the various cities and towns of the aforesaid counties; and

Whereas, The police and fire departments of the Departments of Public Service of the said cities and towns have and maintain a disability and relief fund for the members of those departments who are protected in their old days from want; therefore, be it

Resolved, That the Amalgamated Association of Street and Electric Railway Employees of America, in convention in the City of Oakland, California, during the month of September, 1923, approve and advocate to the many Divisions of the Amalgamated Association of America that each organize and maintain a disability or relief fund similar to the police or fire departments in the various cities or towns in the United States and Canada, under such rules, regulations and restrictions as may be adopted

by the various Local Divisions; and, be it further

Resolved, That a copy of these resolutions be mailed to each Division of this Association within thirty days after this Convention, by the Secretary.

Referred to Committee on Resolutions.

Resolution No. 52

Submitted by Delegate Joseph M. Keanan, Division 194.

Whereas, The New Orleans Public Service Company, Inc., of New Orleans, has adopted the policy of forcing on a pension some of our old members, which in our opinion is very unsatisfactory, and detrimental to our Association, owing to the fact that Division 194 or its officers have no voice in the matter; and

Whereas, This policy inaugurated by the company has placed on pension over sixty-five of our old and staunch members, some of whom we feel were unjustly treated, and we feel that if the Association had any say in the matter they would not be forced on a pension at all; and

Whereas, This established policy by the company is detrimental to our membership, because some of those sixty-five men who have been forced on pensions have not yet reached the age limit of 65 years, and thereby, according to our laws, they are deprived of their old age and disability pension; therefore, be it

Resolved, That Section 88 of our General Laws be amended to read, "sixty years of age to be eligible to old age benefits" instead of sixty-five years. We suggest that if it becomes necessary, the per capita tax be so increased as to meet this condition.

Referred to Committee on Law.

Resolution No. 53

Submitted by New Orleans Delegation, Division 194.

Division 194 just recently held a special mass meeting for the purpose of receiving the report of the special committee appointed on the question of sickness and disability pension, and resolved as follows:

Whereas, This report was received and unanimously rejected because of its impracticability, notwithstanding the fact that the entire membership feels that something should be done along those lines, owing to the fact that we have any number of men who, through sickness or through their long years of service, have become incapacitated from following their occupation, and some have been forced out of service by the company before they have reached the required age limit, under our laws, to receive any benefit; therefore, be it

Resolved, That, beginning with the last two words of line 21, Section 101 be amended to read as follows: "Which has incapacitated him from following the occupation of a street and electric railway worker any longer." All words on lines 22, 23, 24, 25, 26 and the first two words of line 27 be stricken out and supplemented by the above; and, be it further

Resolved, That in order to amend these laws and to carry out the intention of this amendment, we suggest that if it becomes necessary, the per capita tax be so increased as to meet this condition, and the General Executive Board be instructed to submit this amendment to referendum vote of the entire Amalgamated Association of Street and Electric Railway Employees of America; and if the same is carried, the General Executive Board be instructed to put the amendment in effect as soon as possible.

Referred to Committee on Law.

Resolution No. 54

Submitted by Detroit Delegation, Division 26.

Resolved, That we, the delegates representing Division 26, Detroit, Michigan, recommend that Section 106 of the Constitution be changed to read as follows:

"A member of this Association, who has been in continuous membership for twenty (20) years and over, and has complied with the Constitution and Laws of this Association, and has reached the age of sixty-five (65) years, shall be entitled to the old age benefit of eight hundred dollars (\$800.00), as prescribed by the Constitution."

Explanation: Section 96 of the Constitution and Laws will provide revenue for any deficiency, should there be one, caused by the adoption of this proposed change in Section 106.

Referred to Committee on Law.

Resolution No. 55

Submitted by Seattle Delegation, Division 587.

Whereas, The newspapers and avenues of information of our country are for the most part controlled by agencies that are hostile to organized labor and to the efforts of the workers to secure their just share of the good things of life; and

Whereas, The effect of this control of information is to inflame the minds of non-organized groups against the workers when they are engaged in a struggle with employing interests to secure their rights, and also prevents the organized workers themselves from knowing the true facts of modern industry and its control by a few financial overlords; and

Whereas, The answer to this intolerable state of affairs is the establishment by labor of its own press, both in the field of daily and weekly newspapers; and

Whereas, Organized labor has already made a start in this direction through the establishment of the Federated Press, a co-operative news-gathering agency located in Chicago, Ill., and controlled by labor unions and labor editors, which carries the truth about the worker and his battles to more than 2,000,000 readers of affiliated publications per week; and

Whereas, This labor press service has been endorsed by the United Mine Workers of America, the International Association of Machinists, the Illinois State Federation of Labor, and similar bodies of Pennsylvania, Missouri, Wisconsin and Minnesota, and many central bodies and local unions; therefore, be it

Resolved, That we, the Amalgamated Association of Street and Electric Railway Employees of America, place ourselves on record as endorsing the Federated Press, and instruct our executive officers to render all assistance, financial and otherwise, to the maintenance and extension of this very important enterprise.

Referred to Committee on Resolutions.

Resolution No. 56

Submitted by Seattle Delegation, Division 587.

Whereas, At all conventions in the past we have failed to get the proper representations from the Local Divisions, many of the Local Divisions failing to send even one delegate to the International Convention; and

Whereas, We believe this small representation is due to the heavy expense of sending their delegates from one part of the country to another, making the expense much heavier to some Local Divisions than to others; and

Whereas, We believe the above is a factor in deciding the city in which our conventions shall be held, and believing that the matter of expense is considered above and to the exclusion of everything else, and believing that the matter of expense should not be such a heavy factor in deciding the city in which our conventions shall be held, and believing it to be unfair and unjust; now, therefore, be it

Resolved, By the Amalgamated Association of Street and Electric Railway Employees of America, in convention assembled, that the International office shall pay the railroad fare of all delegates to our International Conventions, starting with the next convention; the amount necessary to do this shall be raised by per capita tax, and the amount per member shall be fixed by the General Executive Board.

Referred to Committee on Law.

Resolution No. 57

Submitted by Boston Delegation, Division 589.

Resolved, That the delegates to the Eighteenth Biennial Convention of the Amalgamated Association of Street and Electric Railway Employees of America, convened in Oakland, California, September 10, 1923, favor a soldier's and sailors' bonus; and, be it further

Resolved, That a copy of this resolution be sent to the President and Congress of the United States of America.

Referred to Committee on Resolutions.

Resolution No. 58

Submitted by Boston Delegation, Division 589.

Whereas, Most all city, state and government employees are given two weeks' vacation with pay each year; and

Whereas, The employees of street railways of the United States of America and the Dominion of Canada are required to work 365 days per year without any allowance for vacations; therefore, be it

Resolved, That this Association instruct its Local Divisions, when drawing up new agreements, to present with their demands a section for two weeks' vacation with pay each year.

Referred to Committee on Resolutions.

Resolution No. 59

Submitted by Boston Delegation, Division 589.

Resolved, That members of this Association who have been pensioned or retired by street railway companies, or members who are off, sick, for a period of three months or more; also members of this Association who, through jurisdiction, have become members of their respective crafts, be exempted from paying assessments other than assessments levied for the upkeep of the old age, death, and disability funds and the preservation of this Association, in accordance with the Constitution and General Laws of this Association.

Referred to Committee on Law.

Resolution No. 60

Submitted by Boston Delegation, Division 589.

Whereas, Workers give better service when laboring eight hours per day and six days per week; and

Whereas, Most all other crafts are enjoying the six-day week or less; therefore, be it

Resolved, That the Legislative Committees of the Amalgamated Association of Street and Electric Railway Employees of America be instructed to have drafted a bill to be presented to the State Legislatures and other law-making bodies outside the United States but within the jurisdiction of the Amalgamated Association of Street and Electric Railway Employees of America, such bill to establish by law the eight-hour day, with one day's rest in seven days, for employees of street and electric railways.

Referred to Committee on Resolutions.

Resolution No. 61

Submitted by New Orleans Delegation, Division 194.

For separate charter of the maintenance members of the Local.

Referred to Committee on Resolutions.

FOURTH DAY**AFTERNOON SESSION**

The Convention was called to order at 1:30 o'clock, President Mahon in the chair.

A telegram from the Women's Division of the Chamber of Commerce, Seattle, Washington, inviting the next convention to come to that city, was read and referred to the Committee on Communications.

Report of Committee on General Executive Board's Report

Delegate Coleman, secretary of the committee, presented the following report:

September 13, 1923.

To the Eighteenth Convention of the Amalgamated Association of Street and Electric Railway Employees of America:

We, your Committee on General Executive Board's Report, desire to make this, our final report:

We note with considerable interest and great satisfaction that part of the report that applies to audits, covering three pages, commencing on page four and ending on page seven, and would ask that the delegates take particular notice of the saying that has been made in the last two years by the men who have charge of these several departments that have to do with the handling of the funds of this Association. When you realize the position in which this Association was placed in the past two years, due to strikes and lockouts, and the condition of the country in general as it affected the working class, you are to be congratulated on having men at the head of your Association.

tion who are capable and honest in their dealings and, regardless of the obstacles placed in their path, have made a saving of \$129,404.49, as shown by the audit at the close of the books, July 31, 1923.

We also call your attention to that part of the report on page five as regards the investments of this Association, which were made through these same men, acting as our representatives, and when you stop to think of the condition of the bond market and the criticism that has been published in the press throughout the country for the past two years, and then after reading this report, find in the face of all these things, your officers did invest your money wisely, using judgment that only men of their caliber possess, and have placed to the credit of this Association United States Government bonds, bonds of the States of Michigan and North Dakota, Dominion of Canada, and the Province of Ontario, together with other bonds that are just as safe and sound as those mentioned, which draw interest at the rates of four to six per cent, and have paid into the treasury of this Association in interest in the past two years, over \$11,000. Your committee feels that the financial condition of your Association, as contained in the Executive Board's report, reflects credit on the men who have had to do with the handling of funds, and most sincerely and earnestly recommend that they be given a rising vote of thanks and also one of confidence for the faithful performance of their duties.

Your Committee also desires to call your attention to that part of the report that deals with strikes and lockouts and, while we agree with the position of the General Executive Board regarding the response to the necessities of the Buffalo strike situation, we desire to draw the attention of the Association to the fact that a more general co-operation is to be desired. It is not enough that some twenty Divisions should contribute, but every Division of the Association should do its share to bear the expense of a strike situation. It has been and is the policy of our Association to avoid strikes as long as we can do so, but where a situation is forced upon one of our Local Divisions, we feel that it is an attack not only upon that Division but upon the entire Association, and therefore the entire Association should rally to the defense of the Division that is in trouble. It has been the experience of every Local Division that the low-paid and unorganized cities are used to drag down the wages and conditions of the organized cities, and that in itself should convince every Local that its interest lies in the preservation of each and every Division, and that money so invested will benefit themselves as well as the Division that is on strike.

We note the report of the General Executive Board regarding the Third Avenue injunction case. No matter before this Convention is more important than this question of injunction. By injunction men are deprived of the right of trial by jury, and when such a law is applied to labor disputes, it makes organization almost impossible. The injunction was originally intended to apply only in cases where there was no adequate remedy at law, and was never designed to apply to labor cases, but it has since been misinterpreted to so apply. Therefore, we concur in the decision of the General Executive Board to fight the injunction as applied to labor disputes by every legal means, and we recommend that steps be taken by legislation in each State and in the Nation to curb the power of the courts to interfere in labor disputes.

Your Committee desires to call your attention to that part of the report that applies to the Mitten Plan as it affects this Association, and to recommend that the delegates to this Convention take back to their various Divisions the importance of being on guard at all times against this insidious movement. The Mitten Plan is dead in Buffalo, due to the wonderful fight of Division 623, but it may arise in other localities, and we therefore especially advise that all Divisions avoid benefit or social associations which are promoted by the railway companies.

We desire to draw to the attention of the Convention that portion of the report which deals with the Research Department of the American Federation of Labor. The General Executive Board has contributed \$100.00 monthly to the support of this department, and we recommend that policy be continued, because there is no matter of greater importance before the labor world than this question of education, particularly the education of those who have no connection with or no knowledge of the aims and aspirations of organized labor.

It is with regret that we call your attention to that part of the report which deals with the death of General Executive Board Member Joseph Colgan. There has never been in the history of the Amalgamated Association a more faithful and honest worker than Joseph Colgan, and in his death the Association has suffered a loss that can never be repaired. He was an officer of this Association for twenty years, and in that time no work was too difficult, no sacrifice was too great for him to make in the interest of the men whom he had been chosen to represent. Therefore, your Committee recommends that the Committee on Resolutions draft suitable resolutions to be spread on the minutes of the Convention and a copy sent to the bereaved family.

There appeared before the Committee Delegate Edwin Peyroux, of Division 194, New Orleans, La., with the contention that a mistake appeared on page three, last paragraph, first column of the report, in which it is stated that Delegate Keenan advocated a separate charter, as did Delegates Rogers, Engelbracht, Boudreaux and Heints, for the colored employees. Delegate Peyroux contends that these delegates were opposed to a separate charter and contends that it was he and Delegate Yokers who favored such a charter in this matter. Your committee feels they have no jurisdiction, and refer the same back to the General Executive Board to make the proper corrections.

Respectfully submitted,
M. J. LYDEN
AUGUST T. KEITEL
GEORGE E. BRERETON
C. H. SCARBROUGH
D. L. SHIREMAN
RALPH E. ANDERSEN
R. P. BERNHARDT
CHARLES CLARKE
E. E. BROWN
JAMES LARGAY, Chairman.
JAMES H. COLEMAN, Secy.

A motion was made and seconded to adopt the report of the committee.

Delegate Peyroux, Division 194, spoke briefly regarding that paragraph of the report dealing with the matter of a separate charter for the colored employees of New Orleans, calling attention to the error in the report of the Board and requesting that it be corrected.

President Mahon stated that it was his understanding that that portion of the report would be referred back to the Executive Board for correction, and that Delegate Peyroux was correct in his contention in the matter.

The motion to adopt the report of the committee as read was adopted.

Report of Committee on Audit

Delegate Nugent, secretary of the committee, reported as follows:

We, your Committee on Audits, beg leave to report that we have examined the books and audits of accounts of the General Office. We find that a complete audit has been made each six months by the Englehart Audit Company, chartered accountants of Detroit, Mich., and certified statement rendered. Certified statements have been given by all banks where funds of the Association are deposited, certifying as to the balance on deposit, and copies of same are incorporated in the statements of the chartered accountants. The Auditor's reports also certify that all bonds and other assets have been examined and found to agree with the books and records of the Association.

This Committee comments on the system of books and records now in vogue, and recommends its continuance.

The following is a summary of receipts, expenditures and financial standing as shown both by the books of the General Office and reports of the Englehart Audit Company:

Balance on hand July 31, 1921.....\$1,031,535.13
Receipts for two-year period, August, 1921, to July 31, 1923.....2,231,191.50

\$3,262,726.63

Expenditures, August 1, 1921, to July 31, 1923.....2,101,787.01

Balance July 31, 1923, consisting of cash, securities, real estate and other assets. \$1,160,939.62

Fraternally submitted,
P. J. McGRATH, Chairman
WILLIAM TABER
WM. S. McCLENATHAN
ERNST M. FEHRNSTROM
ALFRED COATES
D. J. CURRY
H. LEE CAMP
F. A. GRAESER
CLARENCE NUGENT, Secy.

Upon motion of Delegate McLellan, Division 26, properly seconded, the report of the committee was adopted as read.

Report of Committee on Ritual

Delegate Gordon, secretary of the committee, presented the following report:

September 13, 1923.

To the Eighteenth Convention of the Amalgamated Association of Street and Electric Railway Employees of America and Canada:

Your Committee on Ritual desire to make this, our final report:

There being no resolutions presented to the committee for any changes in the Ritual of this Association, and after due consideration by your committee on the present Ritual, we recommend that the Ritual now in force remain the same until our next convention.

Respectfully submitted,

GUS HEINTZ,
Division 194
PATRICK LONG,
Division 737
HARRY ALVERS,
Division 268
PAUL REYNOLDS,
Division 281
GEORGE GIELLS,
Division 308
J. W. DENNIS,
Division 441
S. B. WARD,
Division 517
W. ABBOT,
Division 691
CLAUD FISCHER,
Division 836
JEREMIAH DINNEN,
Chairman,
Division 241
JOHN GORDON, Secy.,
Division 618

Upon motion of Delegate McGuire, Division 241, seconded by Delegate Callahan, Division 241, the report of the committee was adopted as read.

Report of Committee on Appeals

Delegate Raleigh, secretary of the committee, presented the following report:

To the Officers and Delegates of the Eighteenth Biennial Convention of the Amalgamated Association of Street and Electric Railway Employees of America:

We, the undersigned committee, appointed to pass on appeals submitted to this Convention, beg to submit the following for your consideration:

Case No. 1. Appeal of Division 109, Victoria, B. C., for a referendum vote on the following question:

"Shall Section 143 be changed on the question of seniority and instead of seniority as provided now to the men in the service, that Local Divisions be allowed to change the system of seniority so that the runs can be changed about every two weeks, giving early runs for two weeks to the senior men, and the next two weeks to the junior men in the service of the company?"

Your committee recommends that the request of Division 109 for a referendum be denied.

Delegate Mouat, Division 134, stated that he was the only representative from British Columbia, and that while he was aware of the fact that the question of the swing shift was a live issue in his district, he did not put in the appeal, and knew nothing of it.

President Mahon stated that it was his

desire that those who were interested in the question might discuss it. He said that the question touched in the appeal had been a very serious one, because many of the men had come from the old country, where the system of changing about every week or every two weeks is in vogue. He explained that under the laws of the Amalgamated Association, seniority prevails, and that therefore it had always been necessary to rule against the men who were advocating the swing shift system.

Upon motion of Raleigh, seconded by Collins, carried, the report was adopted.

Secretary Raleigh: Case No. 2. Appeal of Harry M. Crown, Division 618, Providence, R. I.

Harry M. Crown, a former Executive Board member and Dues Collector of Division 618, was accused of being \$249.10 short in his returns to the Financial Secretary.

Brother Crown had a hearing before the Local Executive Board, where he was informed of his shortage.

In compliance with Section 71 of the General Constitution and By-Laws, he was tried and found guilty by a trial committee of five members, and at a regular meeting of Division 618, attended by about 800 members, as the evidence submitted showed, the Local Division sustained the decision of the Trial Committee, with only four dissenting votes.

Brother Crown then appealed to the International President, who sustained the decision as rendered. The General Executive Board has also sustained all former decisions.

Brother James Coleman, Business Agent of Providence, Division 618, appeared for the appellant.

Brother A. Coates, Financial Secretary of Division 618, and Delegate H. B. MacFadyen appeared in the interest of the Division.

Your committee, after carefully considering all evidence presented, recommends that all former decisions be concurred in and that the appeal be denied.

Secretary Raleigh: "I move that the recommendation of the committee be concurred in."

The motion was seconded by Delegate McLellan.

Delegate Coleman, Division 618, spoke at some length in defense of the appellant. He claimed that he was entirely innocent of the charge placed against him, and that he had never been given his rights in the Division.

Delegate Coates, Secretary of Division 618, defended the report of the committee, and said he was fully convinced that Crown was indebted to the Division in the amount set forth in the charges against him.

Delegate McFadyen, Division 618, also supported the action of the committee, and said that the record of the case as presented to the committee and considered by them was ample proof of the guilt of Crown.

Delegate Callahan, Division 241, a member of the committee, stated that practically one entire afternoon had been devoted to consideration of the Crown case, that they had thoroughly gone into the records of the investigation made by the Executive Board of Division 618, the records of the trial committee, and the records of the mass meeting of the Division; that they had given Crown the benefit of every possible doubt as shown by the evidence, and that he was fully convinced that the action of the Division was the only right and proper action to take.

Delegate Shine, Division 589, a member of the committee supported the statement made by Delegate Callahan.

Chairman Parker, of the committee, said that he could not recall any case where the evidence of guilt was more clearly defined. He pointed out further that in the meeting of the Division, when the action of the trial committee was being considered, the vote was practically unanimous in sustaining the action of the committee, and about eight hundred members were present.

Delegate Coleman took exception to statements made concerning the vote in the mass meeting.

President Mahon said that some of the statements made by Delegate Coleman might lead the delegates to believe that he, in passing upon the case, had done so without evidence. He stated that when the case first came to the General Office he requested information from the Division, and that the Business Agent did furnish the International President with all the evidence and information in the case, with a closely typewritten letter explaining the entire proceedings. He stated that he had no desire to do an injustice to any member of the organization. The President of the Division had testified that he first knew of the shortage in March, 1921, and that he was assured by Chris Daniels that Crown had admitted his shortage on several occasions, and had promised to make good.

Delegate Lynch, a member of the committee, read passages from a letter from Crown tending to support the decision of the committee.

The motion to adopt the report of the committee was carried.

Secretary Raleigh: Case No. 3. Disability claim of John A. Bergstrand, of Division 518, San Francisco, California.

The Committee on Appeals realizes that this is a rather pathetic case, but inasmuch as the evidence as submitted does not conform to our laws, we recommend that the decisions of the International President and General Executive Board be concurred in and the appeal denied.

Delegate Raleigh: "I move that the recommendation be concurred in."

Motion seconded by Delegate Collins.

Delegate Curry, Division 518, spoke briefly in behalf of Brother Bergstrand, and said that he had been ill advised by some of the officers of his Division.

Delegate Mooney, Division 518, said that Bergstrand was a veteran in the movement in San Francisco; that he was a victim of tuberculosis, and that he was now in a rest camp trying to regain his health through change of climate. He advocated paying his disability benefit at this time if possible to do so.

Executive Board Member McMorrow pointed out that the Executive Board was guided in all its actions by the laws laid down in the Constitution; that it could not be swayed by sympathy or by the exigencies of this or that individual case, and that the relief sought for Brother Bergstrand could only be obtained by changing the law or by providing the Executive Board with the means to meet such emergencies.

Delegate Meeker, Division 26, supported the view of Board Member McMorrow.

The secretary of the committee stated that both Brother Mooney and Brother

Curry had appeared before the committee and had virtually agreed that the decision arrived at by the committee was about the only action that could be taken under the circumstances.

By vote of the Convention the motion to concur in the recommendation of the committee was carried.

Secretary Raleigh: Case No. 4. Appeal of Walter LaFrance, Division 194, New Orleans, La.

Your committee, after careful consideration of this case, recommends concurrence in the decisions of the International President and General Executive Board and that the appeal be denied.

Upon motion of Sec'y Raleigh, seconded, the recommendation of the committee was adopted.

Secretary Raleigh: Case No. 5. Thomas O. Pearce, Peoria, Illinois, Division 416.

Your committee recommends that the decision of the International President and General Executive Board be sustained and appeal denied.

Secretary Raleigh: "I move that the recommendation of the committee be adopted."

The motion was seconded and carried.

Secretary Raleigh: "Mr. Chairman, this completes the report of the Committee on Appeals, which is respectfully submitted and signed:

JOHN M. PARKER, Chairman
GARRETT BURNS
MYLES P. CALLAHAN
THOMAS F. SHINE
OWEN LYNCH
GEORGE DEAN
JOHN H. COOKMAN
C. N. F. REDDICK
PATRICK J. WINSTON
C. J. HOPWOOD
E. A. RALEIGH, Secretary.

The report of the Committee on Appeals was adopted as a whole, as read.

First Vice-President Fitzgerald in the chair.

Report of Committee on International President's Report

Delegate Leahy, secretary of the committee, reported as follows:

Oakland, Calif., September 13, 1923.

To the Officers and Delegates of the Eighteenth Biennial Convention of the Amalgamated Association of Street and Electric Railway Employees of America:

We, your committee appointed to act upon the report of our International President, beg leave to submit the following:

We wish to extend to our International President our heartiest congratulations upon the able and satisfactory manner in which he transacted the duties of his office, and this committee herein assembled desires to render our heartfelt thanks for the aid, comfort and assistance rendered our Association during the two-year term just terminated.

Moved by Delegate Callahan and seconded that the report of the committee be adopted. Carried.

Wages

Secretary Leahy: Your committee concurs heartily with this section of our President's report. We note with satisfaction the many increases in wages granted to the various Divisions. The results achieved should bring home forcibly to our membership the value of organization and collective bargaining.

Upon the assistance rendered by the A. F. of L., your committee recommends that a rising vote of thanks be extended to the American Federation of Labor for the able assistance it has given our Association, and that the Convention Secretary be directed to communicate the result of this action to the officers of the American Federation of Labor.

By suggestion of the Chair this section of the committee's report was adopted by unanimous rising vote.

Hours of Labor

Secretary Leahy: Your committee concurs with the recommendation of the International President on this subject.

One Day's Rest in Seven

Your committee heartily concurs with the recommendation of the International President on this matter.

Agreements

Your committee concurs with the International President on the subject of agreements.

Arbitration and Mediation

The committee heartily recommends concurrence of this Convention on these propositions. We feel that our local organizations should at all times strictly adhere to the policy of arbitration and mediation as outlined in our International President's report, realizing the remarkable progress our Association has made in recent years by its strict adherence to this program.

Strikes and Lockouts

Your committee concurs in the recommendation of the International President in these matters.

Appeals

Your committee concurs in the recommendation of the International President on this subject.

Upon motion by Delegate Leahy, seconded by Delegate Black, carried, the report of the committee was adopted as approved and recommended.

Legislative Work

Secretary Leahy: Your committee concurs with the International President on this matter.

Amount of Benefits Paid

Your committee desires to particularly congratulate our International President upon the splendid report made on sick, death, disability and old age benefits. We, your committee, feel that the greatest testimonial our organization will ever have is the record our Association has made in its noble work of taking care of the dead with honor and making the days of those unable, through disability, to follow our calling, brighter, due to the splendid assistance rendered them by our old age pension and disability fund.

Bonding of Officers

Your committee concurs with the International President on this subject.

Editor Reeves

Your committee concurs with the International President on this subject and recommends that Editor Reeves be suspended with pay for thirty days once each year for violation of Section 79 of our General Laws.

"The Motorman and Conductor"

Your committee concurs in the recommendation of the International President in regard to the publication of the "Motorman and Conductor."

Upon motion of Delegate Black, seconded and carried, the report of the committee was adopted.

"Union Leader"

Secretary Leahy: Your committee concurs with the International President on this matter.

Editor Bland

Your committee heartily concurs with the International President on the subject of Editor Bland. We would recommend that a rising vote of thanks be tendered Editor Bland as an expression of appreciation for the splendid work he has accomplished in the past two years.

The report of the committee was adopted.

American Federation of Labor Delegates

Secretary Leahy: This committee recommends that unanimous consent of the Convention be granted the delegates elected at the Atlanta Convention to represent the Amalgamated Association of Street and Electric Railway Employees of America at the 1923 convention of the American Federation of Labor. The committee further recommends that under the election of officers, the Convention proceed to elect delegates to represent the Amalgamated Association of Street and Electric Railway Employees of America at the American Federation of Labor convention held during the year 1924.

Secretary Leahy: "I move the adoption of the recommendation."

The motion was seconded.

Delegate Bowbeer, Division 192: "Does that cover the two years' period during conventions?"

Chairman Fitzgerald: "As I understand the recommendation as read by the secretary of the committee, the delegates who were elected at the Atlanta Convention in 1921 are to attend the 1923 Convention of the American Federation of Labor in Portland, and the delegates to represent this organization at the convention in 1924 are to be elected at this Convention."

President Mahon: "You can't do that; you will have to elect your delegates by regular ballot."

Delegate Parker, Division 623: "Is it possible to do that? As I understand our law, it calls for the election of delegates for two years, or from one convention to the other."

President Mahon in the chair.

President Mahon: "They would have to submit to an election, because the laws require the election of delegates the same as all other officers. It seems the committee has recommended a change in the law, and that would have to be referred to the Law Committee."

Delegate Rooney stated that it was the committee's understanding that by reason of the change of date of the holding of the American Federation of Labor Convention the delegates elected at the Atlanta Convention were deprived of their right to attend two conventions of the Federation, and that it was with the idea of extending that courtesy to them that the committee had made its recommendation.

Delegate Coleman, Division 618, moved to amend the report of the committee by striking out that part of the report pertaining to the 1924 Convention and to concur in the remainder. Seconded by Delegate Bernhardt, Division 725.

The question was further discussed by Delegates Bruce, Division 308; Brown, Division 268; Mouat, Division 134; Rooney, Division 282; Robbins, Division 113; Norton, Division 229; Quinlan, Division 241; O'Brien, Division 241, and Murphy, Division 589.

Delegate Brown moved as a substitute, that the latter part of the committee's recommendation be stricken out, the part to be eliminated reading as follows: "The committee further recommends that under the election of officers, the Convention proceed to elect delegates to represent the Amalgamated Association of Street and Electric Railway Employees of America at the American Federation of Labor Convention held during the year 1924." (Substitute motion seconded.)

Delegate Robbins contended that the laws must be observed and that it would be necessary to elect the delegates in the usual manner, but that in view of the statement made by President Mahon concerning the understanding had with the delegates elected at the Atlanta Convention, to the effect that he would recommend that they be permitted to attend two conventions of the Federation, he felt sure that the convention would respect the President's wishes and elect these delegates for another term.

The substitute motion offered by Delegate Brown was defeated, and the motion to adopt the committee's recommendation as read was carried.

Co-operative Movement

Secretary Leahy: Your committee concurs with the International President on this subject, and further recommends that the International President be instructed to conduct an educational campaign throughout the organization along the lines of co-operative movement.

Upon motion by Delegate Permenter, seconded by Delegate Norton, carried, the recommendation was adopted.

J. C. Colgan

Secretary Leahy: We heartily concur with the International President on the subject matter, to-wit: the death of our late Brother and General Executive Board Member, J. C. Colgan, that suitable resolutions be adopted and spread upon the minutes of this Convention, and that the Committee on Communications be directed to draw up the same and a copy of the same be forwarded to the family of the deceased.

A motion was made and seconded to adopt the report of the committee.

Delegate Lynch, Division 580, moved that the delegates stand in silence for one minute as a mark of respect to the late Brother Colgan. The motion was seconded and carried, and the entire delegation and visitors stood silently with bowed heads for the period of one minute.

First Vice-President

Secretary Leahy: We heartily concur with the International President on this matter and your committee desires to congratulate our First Vice-President on the efficient manner in which he has conducted the duties of his office, recognising the increased amount of work at the International office, and we recommend the continuance of this policy as outlined by our International President.

The report of the committee was adopted.

American Federation of Labor

Secretary Leahy: Your committee concurs with the International President on this subject.

The report of the committee was adopted.

International Officers

Secretary: Your committee concurs with the International President on this matter and offers its heartiest thanks to the International Officers for the efficient manner in which they have handled the many problems that have confronted them during the past two years.

Upon motion by Secretary Leahy, seconded by Delegate O'Meara, carried, the report of the Committee was concurred in.

President's Work

Secretary Leahy: Your committee feels that its task would not be completed without calling to the attention of the Convention the remarkable progress our Association has made during the past two years under the guidance of our International President. We compliment him upon his devotion to duty and the thoroughness of his report. We sincerely trust that his health will permit him to continue to render to our Association the same sound and valuable leadership for years to come that he has rendered for us over a quarter of a century. And we would recommend that this Convention herein assembled extend to our President a rising vote of thanks and wish him health and happiness for years to come.

The recommendation of the committee was unanimously adopted, the delegates rising and applauding for some little time.

Delegate Leahy: Mr. Chairman, this completes the report of the Committee on International President's Report, which is respectfully submitted and signed:

PETER J. ROONEY, Chairman
JOHN L. NELSON
JAMES PERMENTER
FRANK O'MEARA
F. SCHULTZ
JOSEPH J. KEHOE
ELIZABETH M. CORRIGAN
WALTER E. NORTON
JOS. BAUDREAU
JOHN H. MURPHY
EDWARD J. LEAHY, Secy.

Delegate Leahy: "I move the adoption of the report of the committee as a whole, as read. (Seconded and carried.)

Delegate Lyden, Division 272: "The Committee on General Executive Board's Report recommended, among other things, that the General Executive Board and officers of our Association be given a rising vote of thanks for the manner in which they have handled the affairs of this Association, and being particularly desirous of having this recommendation so recognized, and knowing that it is the desire of this Convention, I move that a rising vote of thanks be now given. (Seconded and carried by unanimous vote.)

The chairman of the Committee on Law announced that they would be prepared to report at the Friday morning session.

The chairman of the Committee on Resolutions stated that a partial report of that committee was in readiness.

Report of Committee on Resolutions

Delegate Armstrong, for the committee, reported that several resolutions bearing on the eight-hour day had been considered and acted upon jointly by the committee. He then read Resolution No. 10, which is as follows:

Resolution No. 10

Submitted by Delegates Walter F. Norton, C. J. Simmons, J. A. Lawrence and E. M. Dwyer, of Division 282.

Whereas, Many members of the A. A. of S. and E. R. E. of A. do not enjoy the eight-hour day or the six-day week; therefore, be it

Resolved, That this organization, in Convention assembled, do hereby declare unequivocally for the eight-hour day, and require the same to be incorporated in all future proposed contracts by our organization to the companies; and, be it further

Resolved, That an effort be put forth by all Local Divisions of this organization to bring about the enactment of State legislation in the various States of the United States and the various Provinces of Canada granting the eight-hour day and six-day week to employees of all public utilities; and, be it further

Resolved, That wherever a condition exists whereby members receive ten hours' pay for less than ten hours' work, that same condition continue, if members of a Local Division so desire.

The committee recommended non-concurrence in the resolution, inasmuch as the subject matter is covered in the report of the International President.

A motion was made and seconded to adopt the report of the committee.

After a brief discussion by Delegates Norton, Division 282; Murray, Division 587; Lubber, Division 313; Rooney, Division 22; Shine, Division 589, and others, a motion to refer the subject matter back to the committee for a clearer and more definite report was adopted.

Delegate MacFadyen asked that the Providence delegation be excused at this time from attendance at the Convention for a short period. The request was granted.

The committee continued its report, as follows:

Resolution No. 21

Submitted by Delegates M. J. Murray E. C. Fuller, G. C. Warrick and Perry Hackler, Division 587.

Whereas, There is a tendency on the part of operators of street railways to increase the use of so-called "one-man cars"; and

Whereas, The passengers of such cars are exposed to constant danger by reason of the fact that operators of such cars are required to perform many other duties while such cars are in motion,

which duties distract and cause the attention of the operators to be removed from the running of the cars; now, therefore, be it

Resolved, By the Amalgamated Association of Street and Electric Railway Employees of America, in Convention Assembled, That we endorse an Act providing for the safety of passengers and employes on street cars, and prescribing the number of men that shall constitute a car crew, and urge the passage of the attached Act in all States and Provinces within the jurisdiction of this Association:

An Act relating to public highways, the safety of the public, passengers and employes on street cars, prescribing the number of men that shall constitute a car crew, providing for the prosecution and penalties for violation thereof, and for the time when this Act shall take effect.

Be it enacted by _____

Section 1. The State or Province of _____, exercising herein its police and sovereign power, declared that the safety of the public in crowded thoroughfares demands the regulation of dangerous instrumentalities of conveyance.

Section 2. On and after the taking effect of this Act it shall be unlawful for any corporation, municipality, company, person or court officer engaged in the business of carrying or transporting passengers for hire or fare, to operate, or allow to be operated, any street car in passenger service along or upon any street, road or highway within corporate limits of any city of the first class, without such car or cars be in charge of a full crew, consisting of one motorman, whose duties shall be confined to the actual running of the car, and one conductor, whose duties shall be confined to the collection of fares, caring and providing for the comfort and safety of the passengers; and neither of said crew shall be permitted or required to perform the duties of the other. Provided, it shall be lawful to use in passenger service cars not to exceed twenty-five feet in length and having a seating capacity not to exceed thirty passengers, and operated with but one person who may perform the duties of both motorman and conductor, but in no event shall such cars be operated except in the manner provided in the next two succeeding sections.

Section 3. Each and every car operated by one person, as provided for in Section 2 of this Act, shall be equipped with an emergency exit capable of being opened by the passengers in case of accident, and shall be in addition to the entrance door of such car; and each and every car so operated shall be equipped with an automatic power control and brake appliance, which shall be capable of bringing the car to an immediate stop in case of disability or death of the operator; said appliance shall at all times be kept in proper working order; and the use and operation of such cars shall be confined, wherever possible, to other than main traffic streets.

Section 4. It shall be unlawful for any person performing the duties of both the conductor and motorman on any car in passenger service to start or operate such car, or permit such car to be in motion while he is collecting fares or performing any duty not necessary in the actual movement of such car; nor shall he permit any passenger to ride upon the platform of such car. A copy of this section shall be posted in a conspicuous place in each car operated by one person.

Section 5. Any corporation, municipality, company, person or court officer operating any street railway as provided in any section of this Act, who shall fail, neglect or refuse to comply with the conditions of Sections 2, 3 and 4, shall forfeit and pay to the State or Province a penalty of not less than fifty dollars and not more than two hundred dollars for each and every violation thereof, and each period of ten days that such corporation, municipality, company, person or court officer shall fail, neglect or refuse to comply with the provisions of this Act, and each car operated in violation of any provision or condition of this Act, shall be deemed and taken to be a separate violation. Any employe or person described in Section 4 of this Act who shall violate any provision of that section shall forfeit and pay to the State or Province not less than fifty dollars and not more than one hundred dollars. All money collected under and by virtue of this Act shall be paid into the common school fund of the State or Province.

Section 6. All Acts and parts of Acts in conflict with this Act are hereby repealed. If any part of this Act is held by any court to be invalid, the remainder of the Act, shall, nevertheless, be valid.

Section 7. It shall be the duty of the Prosecuting Attorneys of the various States and Provinces to enforce the provisions and prosecute the violations of this Act.

Section 8. This Act is necessary for the immediate preservation of the public safety, and shall take effect thirty (30) days after its passage.

The committee recommends that inasmuch as this is a matter of local legislation and covered in the President's report, the resolution be non-concurred in.

A motion was made and seconded to adopt the report of the committee.

Delegate Tomkins, Division 113, opposed the adoption of the committee's report, pointing out the rapid strides that had been made in the introduction of the one-man car system throughout the country, and that the adoption of the report would have a tendency to weaken the organization in its fight against this system.

Vice-President Fitzgerald moved that the Convention concur in the resolution and that the General Executive Board be instructed to have the matter referred to the various Local Divisions and Legislative Committees, for them to secure laws in the various States and Provinces along the lines suggested in the resolution.

Motion seconded.

Delegate Murray, Division 587, concurred in the motion made by Vice-President Fitzgerald and said that the proposed act outlined in the resolution was practically taken from the recommendation of the International President as made to the Atlanta Convention. He said that the one-man car system was a question of great import in Seattle at the present time, and that the people should be protected by laws regulating their operation.

Delegate Brasher, Division 256, stated that he had put up a strong fight against the one-man car system in Sacramento and had met with the opposition of his own membership, who contended that they must either work on the one-man cars or go without employment.

Delegate Dennis, Division 441, favored the motion offered by Vice-President Fitzgerald, and stated that in many of the larger cities of Iowa the one-man car was quite generally in use.

Delegate Black, Division 26, related briefly the history of the one-man car movement in Detroit.

Delegate Bowbeer, Division 192, said there were quite a number of one-man cars in Oakland. He favored the resolution as a safety measure.

Delegate Nelson, Division 85, favored Vice-President Fitzgerald's motion and suggested the importance of educating the general public to the dangers of the one-man car.

Delegate Camp, Division 697, said that experience had shown that the one-man car was not practical in the city of Toledo, and that it could not be used with safety and advantage in any city with a population of 25,000 or over.

Delegate Hackler, Division 587, stated that seventy per cent of the cars in Seattle today are one-man cars, and that it was only a question of a short time until all cars there would be of that type. He

strongly advocated the adoption of the resolution.

Board Member McMorrow, in speaking on the subject, said he was glad that the Convention was going back, in principle at least, to the recommendation made by the International President at the Chicago Convention—a recommendation to throw around the one-man car the protection that had in the past been thrown around the two-man car. He said that in his experience with the one-man car system in America, a great deal of the misfortune following its use was due to the carelessness of members in the operation of that type of car in not complying strictly with the rules of operation.

Vice-President Fitzgerald in the chair.

President Mahon, in discussing the question, said, in part:

"I had not intended to speak upon this subject this afternoon until I listened to the remarks of the delegate from Sacramento, and it brought back to my mind the telegrams that had been received at the General Office from Sacramento and the demand for my presence there upon this question. One would think, in listening to some of the delegates, and particularly to the brother from Sacramento, that the International President had forced the members to work upon one-man cars. I came before the Chicago Convention with a very careful report upon this subject. I pointed out to that Convention that the one-man car was here, the great number of systems operating the one-man car, and that passing resolutions in a convention would not stop it. It was a thing you would have to deal with, and you would have to operate them or abandon the service. There are men in this hall who know that as well as I do, so I came to that Convention with a recommendation that we seek constructive laws that would protect the people and the men in the operation of these cars, that a man could not be required to do more than one thing at a time. That Convention, through its committee, said that it was a splendid report, but they recommended that this subject be left to the local organizations to deal with. The one-man car, as I say, is here—hundreds of them, as that report showed. Men were operating on them. We had no scale of wages fixed for them because we had opposed them, and therefore we were not at liberty, as officers, to fix a scale of wages. Local Divisions fixed the scale of wages; in some places they fixed the wage at an additional rate of two cents per hour, and in other places at five cents per hour. Finally I took up the subject in the first agreement wherein I recognized the one-man car in the city of Boston, and secured fifteen cents as the extra compensation for the men upon these cars. What I plead for at that time was to go after laws that would protect the men working on one-man cars. Board Member McMorrow told you the truth when he said that hundreds of your members will stand up in their organizations and rail about the one-man car, and who, at the same time, will break their necks to put

them through on speed, no matter what it is. I know the company used part of my report; I can't help that; I sometimes have used part of their reports, when it was of advantage to me to do so. In my telegrams to Sacramento I explained the position of the International Union, which left the matter up to the Local Divisions. In two Conventions I pleaded with you on this matter, and in both of those Conventions you said, 'Let us alone; let the Locals alone, we will handle it locally.' In Detroit, on some of their little lines where they don't carry fifty passengers a day, the men operating those one-man cars receive five cents an hour above the men on the main line who run express trains and limited trains at a speed of sixty miles per hour, two and three-car trains. You can't gain public sentiment howling against the one-man car. I have been before legislative committees and before council committees. They tell me it is a fight I am making for the jobs of my men. As I pointed out to the Chicago Convention, when you go out to show the public you must show them the conditions that these men are surrounded with—then it is a matter of protecting the public, your railroad crossings requiring the proper flagging, that the men shall not get off their cars to do it, and that they shall be surrounded with the proper environment. Some of the companies are beginning to realize that the one-man car is not the money-maker they thought it was, and there has been a decided reaction in some places. Talking with the manager of one of the big systems whose delegates are seated here, he said to me that he never had anything to do with the one-man car, that it is not the proposition for a big railroad. There is a revolt against it in many places, and by careful handling of the matter, getting before the Legislature with your proposition, and surrounding the occupation with the protection it is entitled to, you will yet be able to do something, and I congratulate the Seattle men upon the resolution they have brought in."

Delegate Brown, Division 268, discussed the question briefly, after which Delegate O'Brien, Division 241, moved the previous question. The motion for the previous question was seconded and carried.

The motion offered by Vice-President Fitzgerald, to concur in Resolution No. 21 and to have the matter referred to the various Local Divisions and Legislative Committees, to secure laws in the several States and Provinces similar to the one outlined in the resolution, was adopted.

President Mahon in the chair.

President Mahon stated that during the discussion on the old age pension question on the previous day, Delegate Gillies, of Division 308, had tried to get the floor, that without intending to deny him that privilege the President had not noticed him rising to speak, and that he wished now to apologize to Delegate Gillies for the oversight.

Delegate Gillies accepted the apology and spoke briefly on the pension question, stat-

ing that from information he had gathered, he was convinced that it was impossible for the Amalgamated Association to consider a pension similar to the one that had been proposed, but that he hoped all labor organizations would, in the near future, adopt a pension plan similar to the one now in operation in the various railroad organizations.

Delegate Moorehead, of the local arrangements committee, announced that the Oakland Division would hold a celebration in the evening at the Municipal Auditorium Theater in commemoration of the thirty-first anniversary of the organization of the Amalgamated Association. He urged all delegates and visitors to be at the theater at 8 o'clock.

President Mahon introduced to the Convention Mr. William Collins, of Division 490, a General Organizer for the American Federation of Labor, and officially representing the President of the Federation, Mr. Samuel Gompers, who was unable to be present at the Convention.

Address of Organizer Wm. Collins

Brother Collins said, in part: "I feel that I am a very poor substitute for the President of the American Federation of Labor, but I deem it a great honor to be able to come before the delegates to our Convention and have the opportunity to express to them the very warm and sincere affection that exists among the officers and the Executive Council of the American Federation of Labor and, in fact, the International officers of the unions that go to make up the great American labor movement.

"There are a lot of things a man might say when he gets an opportunity of this kind, but I feel that because of the talent we have with us from all over the United States and Canada, it would simply be carrying coals to Newcastle, if I might use that expression, to try to convey to you delegates some idea of the work that is carried on throughout the country by the American labor movement.

"However, I might say that a good deal of the work I have had to do for the American Federation of Labor has been in conjunction with the open shop campaign that was prosecuted so vigorously by the great financial institutions of this country directly following the close of the great war. One of the things that is lacking is an understanding of the great co-ordination that exists between the International unions that make up the great American Federation of Labor. The Federation itself is very often placed in a false position; the outside person generally calls the A. F. of L. the labor movement without understanding its make-up or the part that it plays in the various localities where it exists, but I am glad to say that through the co-operation not only of the Amalgamated Association, but of all the International unions as well during the past two or three years, they are beginning to develop an educational system of information that is being disseminated not only among the International unions for their benefit, but is also being sent out to men

who are high up in other walks of life and who possibly have a misunderstanding as to the mission of organized labor.

"For myself personally, I want to say that what little knowledge I have gained in this movement, I got it in the beginning through being in close touch with the officers of this organization, not only your International President and his staff, but the General Executive Board and many of the local officials I have met in my work around the country. It has been a great pleasure for me, whenever the opportunity presented itself, to assist the local organizations in whatever capacity I could. I was in on the Buffalo fight, on the New York fight, and I have had some little experience with Brother O'Brien in the New Jersey situation. I might say here, in passing, that the entire State of New Jersey is on strike, with the exception of Trenton and Atlantic City, but the International organization has met the conditions the same as it has done with all other strikes we have had to handle in the past.

"The American Federation of Labor as it is at present constituted is a real American institution—there can be no question about that.

"If anyone thinks for a moment we ought to have a dictatorship in our form of labor movement, he is wrong. The American Federation of Labor is the creature, not the parent, of the 116 International unions that make up this labor movement in America, and there must not be any misunderstanding about that. We are suffering particularly from the misunderstanding of many people outside our movement who might possibly be in sympathy with us, and we are suffering also from many of the misguided enthusiasts in our country in the way of radical propaganda, on the basis that our organizations are not democratic in government. It is information as to this misrepresentation that should be carried back to the various members throughout the country, and we should show to them the basis upon which the American Federation of Labor is built, that it is built on the basis of the American government; that it is not so much a question of the power of the International organization, but it is the power that is given to them by the membership of the various local unions originally, and in the case of the American Federation of Labor, the power that is given to them by the 116 International unions that comprise it.

"And so, my friends, we have had to meet this propaganda for the past two years, this propaganda of the open shop, or the American plan; we have had to meet it because of the insidious forms in which it has taken shape, such as debates in our high schools and in our colleges, and debates on the public platform about the benefits of the open and closed shop. It is most important that our membership should have some understanding of the make-up of this American labor movement as a whole and of the things it has accomplished. We just rub elbows, we get no perspective of

the movement as a whole, and thus we lose some of the finest things that are developed by the work of these organizations.

"A few years ago, if you went to work on the railroad, you had to sign a piece of paper stating that in case you were injured you could not sue the company. Today, in thirty-six States, through the co-operation of the International unions of the American Federation of Labor, we have compensation laws. I simply cite that as one example of the great improvement that has been made in the interests of the working people through a real understanding of their educational movement.

"And, I repeat, I would be a very poor substitute for the President of the American Federation of Labor, who is carrying on his great work in spite of his many years, associated with the men who make up the Executive Council, trying to carry this message to the unorganized people throughout the country.

"I believe that through the work of this Convention and out of such gatherings as this will come our real progress in bringing to a focus the minds of the men who are sincerely interested—not for selfishness, not for any purpose that means some reward to them, but for the privilege of being associated with and working in the vineyard of the trade unions that mean so much to our people and to the future generations of America."

At 5:05 P. M. the Convention adjourned to 9 o'clock Friday morning, September 14th.

FIFTH DAY

September 14, 1923

FRIDAY MORNING SESSION

The Convention was called to order at 9 o'clock, President Mahon in the chair.

The Chair announced that the representative of the Santa Fe Railway would be in the hotel during the day to look after arrangements for the delegates and visitors for the return trip.

He also read to the Convention a telegram which he had sent to the management of the New Rosslyn Hotel at Los Angeles, making inquiry as to what accommodations they could furnish for the delegates on arrival in that city Monday night. He stated that as soon as a reply was received, the information would be communicated to the delegates.

President Mahon: "Another matter I want to bring to your attention this morning is the situation in New Jersey. You know by the reports that we have about 4,500 men on strike in that State. These men have been out now forty-six days, and they are confronted with a serious condition because of the 'jitneys' that are being operated throughout the State. The company took the position that they could not pay the increased wage that was demanded, on account of this 'jitney' competition. The result was that arbitration was proposed, leaving it to the Public Service Commission. This our men rejected, feeling

that the matter should be arbitrated before a disinterested court of arbitration.

"According to arrangements with the Public Utilities Commission there a few days ago, it was practically agreed to eliminate the bus competition throughout the State, and when we left for this Convention it was felt that the arrangements that had been outlined by the Public Service Commission and agreed to by the company would be accepted by part of the cities in the State. The strike covers every place with the exception of Trenton and Atlantic City. Some of the cities were willing to accept this proposition, and it was intended that part of our men should return to work in the cities where an agreement had been reached. In a talk with Brother O'Brien over the long distance phone yesterday, we were notified that this had failed and that the men are still out. This telegram has come:

Newark, N. J., September 13, 1923.

W. D. Mahon, President,
Amalgamated Association,
Convention Hall, Oakland, Cal.

Jersey situation slowly improving. Favorable public sentiment increasing. Politics causing delay. Eventual success assured if necessary financial assistance forthcoming. Would respectfully suggest international assessment. Immediate relief imperative.

(Signed) JOINT CONFERENCE BOARD

Delegate Raleigh, Division 448: "I move that the telegram be referred to the Executive Board for consideration and action and further report to the Convention."

Motion seconded by Delegate Kay and carried unanimously.

Delegate O'Connor, Division 281, called attention to the omission of his Division from the tabulated report of funds donated to the Buffalo Christmas appeal.

President Mahon stated that Division 281 was included in his report, and that the omission was due to a typographical error.

Vice-President Fitzgerald in the chair.

Delegate Curry, Division 518, made an announcement concerning the sight-seeing trip in San Francisco on Sunday afternoon at 1:30 o'clock.

Delegate Mooney, Division 518, asked for a show of hands on the part of those delegates who desired to visit Tom Mooney at San Quentin prison on Saturday. About eighty delegates indicated their desire to make the trip.

The Chair stated that the cars to San Quentin would leave Oakland in the morning, and that if the Convention were still in session it would seriously retard its work.

It was moved by Delegate Reddick, Division 713, seconded and carried, that if the Convention be still in session on Saturday morning, the trip to San Quentin be officially abandoned.

Delegate Mooney stated that the trip would be made, even if it was officially abandoned by reason of the Convention being still in session.

Delegate W. O. McGuire, Division 892, Tulsa, Oklahoma, asked to be excused from further attendance at the Convention on account of conditions at home. The request was granted and the delegate excused.

Delegate Nelson, chairman of the special committee appointed to represent the Con-

vention at the meeting of the San Francisco Labor Council on Friday night, stated that the committee would go to Neptune Beach for the dinner at 6:30 o'clock and would proceed to San Francisco from that point at 7:30 o'clock.

Delegate Lubber, Division 313, called attention to the fact that some of the delegates were patronizing non-union restaurants and tobacco houses. The Chair stated that the point was well taken and asked the delegates to take notice.

Delegate Taylor, Division 757, Portland, Oregon, stated that the Portland Division was prepared to entertain those of the delegates who had planned to return to their homes by the Northern route. He requested all such delegates to meet him at the noon adjournment.

Delegate Robbins, secretary of the Committee on Law, announced that the committee was prepared to submit its report.

Report of the Committee on Law

Delegate Robbins, secretary of the committee, reported as follows:

Your committee again concurs in the recommendation of the International President in his report that every effort be made to adjust disputes without having to resort to strikes, only going on strike when arbitration has been rejected.

The report of the committee was adopted.

Secretary Robbins: "Your committee concurs in the action of the International President relative to the appeal of Division 109, Victoria, B. C., to have our laws changed so as to sanction the alternating system of working nights month about. This system, in our opinion, would destroy our seniority laws, and they are sacred to our organization. We therefore recommend that Section 143 be not changed."

Upon motion of Delegate Bruce, Division 308, properly seconded, the report of the committee was adopted.

Secretary Robbins: "Your committee recommends the adoption of that part of the International President's report which proposes to amend Section 8 of the Constitution as follows:"

Section 8. The basis of representation to the Convention shall be one delegate for each L. D. having two hundred (200) members or less, and one delegate for each additional three hundred (300) members or major fraction thereof up until the Division has a membership of ten hundred fifty (1,050) members. Divisions having more than ten hundred fifty (1,050) members shall be entitled to an additional delegate for each four hundred (400) members or major fraction thereof that are in good standing in the L. D. for the month of June preceding the Convention. In case special Conventions are called, basis for representation shall be the membership in good standing for the month in which the call for the Convention is issued.

The recommendation of the committee was adopted, upon motion by Delegate Bruce, Division 308, seconded by Delegate McLellan, Division 26.

Secretary Robbins: "In the President's report he recommends the amendment of Section 9 of the Constitution as follows:

Section 9. The election of delegates must be held at least four weeks prior to the Convention. A member to be eligible as a delegate must have been a member in continuous good standing of his L. D. the two years next preceding the day of election, except when the L. D. has not been in existence for that length of time, in which case the

L. D. will elect its delegates from amongst its members.

Local Divisions may provide in their local by-laws that the officers and Executive Board members of the Division may be delegates to the Conventions of the Association by virtue of their office, and in Divisions that provide for this in their by-laws, where there are more Executive Board members than there are delegates to the Convention, the Executive Board of the L. D. shall select the Board members that shall represent the Division as delegates to the Convention.

"The committee concurs in the proposed amendment."

A motion was made by Delegate Robbins and seconded, that the report of the committee be adopted.

The report of the committee was opposed by Delegates Moore, Division 788; Moran, Division 788; Veillon, Division 194; Shelton, Division 788; McGrath, Division 85. The contention of the delegates opposing the committee's report was that there are often good, loyal members in Local Divisions who do not hold office, and that the adoption of the measure would have a tendency to weaken the interest of the members in their Local Divisions.

The report of the committee was supported by Delegates Quinlan, Division 241; Bruce, 308; Luchsinger, Division 627; Murphy, Division 589; Julian Johnson, Division 308, and President Mahon.

Vice-President Fitzgerald in the chair.

Delegate Luchsinger, a member of the committee, pointed out that there was no compulsion in the measure, and that the Local Divisions still retained local autonomy in the matter.

Delegate Quinlan, chairman of the committee, said the committee felt that the officers of the Local Divisions, upon whom develops the responsibility of handling the affairs of the Divisions, should be the men to attend the International Conventions. He argued that if there were men in certain Divisions more active than the officers, as had been stated by some of the delegates who opposed the committee's report, such Local Divisions were to blame for having inferior men in office.

Delegate Bruce felt that it was proper that the officers who do the work should have first consideration in electing delegates to conventions, and that this would be the proper course if members did not allow their own selfish interests to dominate.

Delegate Julian Johnson, Division 308, in referring to the section in the By-Laws of his Division which covered this matter, said that many times Local Divisions are made up of many units, barns, or roads; that one unit may be much smaller than another; that in their case the Division was made up of five roads, two of them much smaller than the others; that the Board member of the smallest road carried his road by 72 per cent, and the Board member of the larger road carried that road by 59 per cent, and that where a road is large, the man representing that road has a natural advantage. He pointed further to the fact that in the large Divisions the representation was such that there was opportunity for members other than officers to be represented in the

Convention, even though all the officers were delegates.

President Mahon discussed the question and said, in part: "In making this recommendation to the Convention there were two considerations in mind—to cut down somewhat the delegations of the larger locals and to extend somewhat the representation of the smaller ones, and then to bring about a condition in the election of men, subject to the approval and the By-Laws of the Local Division. Some of the Local Divisions now provide in their by-laws that, by virtue of their office, certain officers are delegates to the Convention, and that they do not have to submit to an election. It is known when these men are elected that they will be delegates.

"Much of the bad feeling that has been engendered in the large Divisions has come out of these elections, so I sought to bring it back to the Locals and let them determine whether certain officers, whoever they might specify, including in it their Executive Board members, should represent them as delegates to the Convention. I had no desire to bar any man, but simply wished to leave it absolutely with the Local Divisions to determine whether the officers and committees that they select to carry on their work and carry on the burdens of their organization shall be the ones to come to the Conventions and make the laws for their organization.

"I know, as has been said, that there are lots of loyal men who are not officers, but I also know this, that in every one of these Local Divisions it is a few men who perform the official duties and carry the burdens that make that organization possible, and you know it as well as I do.

"There is no danger when we place in the hands of these men the power of directing these conventions and the policy of the Amalgamated Association, there is no danger when we place that power in the hands of the men whom our membership elect from year to year to direct the destinies of the Local Divisions. I know and you know that in these contests, men who have never been heard on the floor of their Local Divisions, through political maneuvers and other tactics that are not the best in the world, get to attend the Conventions, and they don't know the first thing about the policy of their Local Union. There is no need of deceiving ourselves in this matter. I don't want to harm this organization; I have worked too long for it; but in making this recommendation, my thought was to leave it to the Local Divisions to determine when they were calm, and not in the midst of a fight, where every fellow and his friends are out to elect him whether or no; I wanted it left to the calm deliberation of the Local Division at a time when no such question is before it, to determine who should be their representatives at their biennial conventions.

"To my mind, there is no harm or injury that can come to any Division of the Amalgamated Association through the adoption of this report, because it leaves it absolutely

in the hands of the membership of the Local Division to determine what the policy shall be."

Delegate Conn, Division 113, moved the previous question. Motion was seconded and carried.

The motion to adopt the report of the committee was carried without a dissenting vote.

President Mahon in the chair.

Secretary Robbins: "The President's report contains a recommendation providing for the amendment of Section 90 of the Constitution, to read as follows:

Section 90. A member to be in good standing, in order to receive his funeral, total disability or old age benefit, or the other benefits of this Association, must be properly initiated into the Local Division in which he holds membership and be enrolled in the General Office of the Association and granted a certificate of membership setting forth his age and the date of his initiation into the Association. The date and age as recorded in the General Office and set forth upon his certificate of membership is the date and age by which his benefits will be paid. The member, upon receipt of his certificate of membership, shall examine the date and age and if they are not correct, return to the Financial Secretary of his Division his certificate for correction. If he does not do this, the records of the General Office, as specified on that certificate, are the ones by which any claims that this member may have against the Association will be paid. He must also have all dues, fines and assessments levied in compliance with the laws of the Association paid on or before the fifteenth (15th) day of each month, and the L. D. of which he is a member must be in good standing with the International Association, having all per capita tax and assessments paid, as required by the laws of the Association.

Secretary Robbins: "The committee recommends the adoption of the section as amended."

A motion was made by Secretary Robbins and seconded to adopt the report of the committee.

President Mahon: "In connection with this amendment, let me say the idea is to protect the organization. We have had several very annoying situations in the last two years in connection with these certificates. The certificate, as you know, is made out in the General Office and sent back to the Financial Secretary and given to the member. The member gives his age to the Secretary and it is recorded on that certificate. Then death overtakes the member. We had one case where they sent back to Italy to get a certificate to show that the man was younger than the age he gave the Secretary, and he knew it. By putting that on the certificate which the member gets, and if it is not right, he can immediately call the Secretary's attention to it and send it back for correction. If he makes no correction, the age as given stands on the books of the Association as the age under which his claim will be settled."

The report of the committee was adopted.

Secretary Robbins: "The President's report recommends the amendment of Section 96 in the following manner:

Section 96. Should the funds providing for the payment of death, disability and old age benefit claims be reduced to ten thousand dollars (\$10,000.00) or less, the General Executive Board is hereby authorized to levy a special assessment of fifty cents (50¢) per member, to be placed upon the monthly working cards of the membership of this Association for such month as the Board may determine, but the membership shall not be assessed

to exceed three assessments, amounting to the sum of one dollar and fifty cents (\$1.50) in any one calendar year. Such assessments shall be applied solely to the death, disability and old age benefit fund, except in the case of an epidemic or something unusual, causing a large death list. In that case the Board is allowed to issue a special assessment to meet the emergency.

Secretary Robbins: "The committee concurs in the recommendation of the President."

Upon motion of Delegate Bruce, Division 308, seconded by Delegate McLellan, Division 26, the report of the committee was adopted.

Secretary Robbins: "The President recommends that Sub-section 6 of Section 99 be changed, in the first sentence, to read as follows:

In case there survive no lineal or collateral heirs, as herein provided, to whom payment may be made, the L. D. to which the deceased belonged shall provide a respectful burial not to exceed two hundred and seventy-five dollars (\$275.00) in cost and, in addition, they shall provide for the erection of a tombstone at the grave of the deceased, such tombstone or monument not to exceed fifty dollars (\$50.00) in cost.

(Balance of the section to remain as at present.)

Secretary Robbins: "The committee concurs in the President's recommendation."

Upon motion of Delegate Luchsinger, Division 627, properly seconded, the report of the committee was adopted.

Secretary Robbins: "In the President's report is a recommendation for a new section to be added to the Constitution, preceding Section 106, as follows:

New Section to Precede Section 106

The old age benefits hereby established are for persons who have continued to follow the occupation of a street and electric railway employe until they have reached the age of sixty-five (65) and have had twenty (20) years' continuous membership in this Association. Persons who leave the street railway service before having reached twenty (20) years of continuous membership in this Association are not entitled and cannot make claim for old age benefits, these benefits being established expressly for those who reach old age in street railway service, and not in any other line of employment. Persons leaving the street railway service before reaching their twenty (20) years of continuous membership are not entitled to old age benefits under the provisions of these laws. If they continue their membership after leaving street railway service they are only entitled to death benefits, as these laws provide.

Secretary Robbins: "The committee recommends the adoption of the new section as proposed. I move to adopt the report of the committee.

The motion was seconded.

Delegate Murphy, Division 589, referred to cases in Boston where old men had served for twenty years in the street car service and had reached the age of sixty-five or seventy years, and had been retired by the company because they had slowed up or because of some occupational disease. He asked if such men could, under the recommendation, be entitled to the old age benefit if they could trace the cause of their disability to their occupation on the street railway.

In replying, President Mahon said, in part: "It is unfortunate for Boston old men, as it is unfortunate for many others, that they were not organized twenty years ago. We might organize a Local Division tomorrow in which, within a year, the old men in that organization would be out of service. This organization cannot so provide

without putting on a very, very heavy assessment to take care of the old men who have been in the street railway service in America, and who have not paid into this organization as the laws require.

"What we provide for is when a man has been twenty years in the Amalgamated Association, continuing in this service. That has always been our law, and when he is disabled or is retired because of his old age, he gets his \$800. In connection with the cases referred to by Brother Murphy, I have never turned down a man who had reached near that age if there were any circumstances which showed that he was entitled to it, but you can't do it with the funds we have at the present time. There were in Boston, as there were in Chicago and in all the larger cities, hundreds of old men who became members of our organization, and old age retired them before they reached twenty years' membership, and unfortunately for them, we cannot do otherwise unless you create a fund. And, mind you, that situation is rapidly growing more serious; that is the only alarming thing we have to contend with. We are trying now to provide means to meet that increase. It is not a matter of sympathy; it can't be, unless we raise the fund to do it, as the report that was provided for your Executive Board by the experts plainly shows. That report gives you some idea of the money that would have to be paid to meet this situation."

Vice-President Fitzgerald in the chair.

Delegate Yokers, Division 194, moved as an amendment to the committee's report that the age limit be placed at sixty years instead of sixty-five years. Amendment seconded.

Delegate Luchsinger, a member of the committee, advised the delegates not to be swayed by sympathy in dealing with this matter. He said the popular demand on the part of many members, apparently, was to get as much out of the Amalgamated Association as possible without giving the Association the means whereby the many calls upon them for money could be satisfied.

Delegate Tomkins, Division 113, opposed the Yokers amendment, and reminded the delegates that for every cent they had paid into the Amalgamated Association they had received returns tenfold. In his opinion, he said, the adoption of the amendment would soon force the organization into bankruptcy.

Delegate Hebert, Division 790, moved the previous question. Motion seconded and carried.

The amendment offered by Delegate Yokers was defeated, and the motion to concur in the committee's report was adopted.

Delegates Commons and Peyroux, Division 194, asked that they be recorded as voting against the committee's report.

Delegate Keanan, Division 194, asked that the entire delegation of that Division be so recorded.

Secretary Robbins: "In the President's report is a recommendation for the amendment of Section 154 as follows:

Section 154. The Recording Secretary of the L. D. shall, before the commencement of each term, write to the International office and secure a sufficient number of blank applications for bonds for each of the financial officers of his L. D., and he shall call to the attention of the President and Executive Board and see that they properly fill out and forward these applications with the necessary funds to cover the cost of the same to the International Office, as bonds will not be issued until premiums are received. He shall also forward at this time a full financial report showing the financial standing of the Division at the time of making application, and that when the bonds are returned to the L. D. they are properly and safely filed away in a secure place in order to properly protect the L. D. against any financial loss from neglect or defalcation of its officers.

Secretary Robbins: "The committee recommends the adoption of the section as amended, with this change in the first line: Substitute the words 'Financial Secretary' for the words 'Recording Secretary'."

A motion was made by Secretary Robbins and seconded to adopt the report of the committee.

Vice-President Fitzgerald called attention to the existing law, which places upon the Recording Secretary the responsibility of securing the applications for the bonds of the officers, and that this provision served as a check upon the financial officers in the matter of bonds.

The question was discussed briefly by Delegates Quinlan, Division 241; Bruce, Division 308; Luchsinger, Division 627, Delegate Luchsinger offering an amendment that the word "President" be inserted instead of the words "Financial Secretary." He later withdrew this amendment.

Delegate Bruce, Division 308, moved to amend the report of the committee by striking out the words "Financial Secretary" and inserting in lieu thereof the words "Recording Secretary," thus leaving the amended section in the form originally recommended by the President in his report. The amendment was seconded and carried, and the report of the committee as amended was adopted.

President Mahon in the chair.

Secretary Robbins: "The President recommends the amendment of Section 160 in the following manner:

Section 160. In case of the defalcation or shortage of any officer bonded under the provisions of these laws, it is the duty of the L. D. to at once have an audit of the officer's accounts made and to notify the International President, giving him full information as to the amount of the shortage, officer's name and conditions of the case, such shortage occurring during continuance of bond and has been discovered during said continuance or within three (3) months thereafter, or within three (3) months from the death, dismissal, or retirement of the bonded officer within the period of the bond. The officers of the L. D. will carry out the instructions of the International President as soon as received and, at his request, or at the request of any International Officer sent to handle the case, they will swear out warrants for the arrest of the defaulting officer, or officers, and assist in the prosecution in every way possible, the Bonding Department to meet and pay all the legal expenses in connection with the prosecution and handling of the case. In any case where there has been an adjustment of a shortage or a defalcation of an officer's bond, the bond is thereby cancelled and cannot be transferred or renewed by any other officer of the L. D. In case other bonds are required, new ones must be applied for and made out.

Secretary Robbins: "The committee recommends the adoption of the President's report."

Upon motion by Secretary Robbins the report of the committee was adopted.

Secretary Robbins: "The President's report recommends the amending of Section 162 as follows:

Section 162. In the case of a shortage of any officer where the L. D. has carried out the above rules and laws of the Association, the International organization shall pay to the L. D. the actual amount of defalcation that has occurred during the period that the said officer was bonded in this Bonding Department up to, but not to exceed the full amount of the bond for which the officer was bonded, but there shall be no claim made upon this department for shortages that may have occurred prior to the time that bonds were issued to the officer under bond."

Secretary Robbins: "The committee recommends the adoption of the section as changed in the President's report."

A motion was made by Secretary Robbins and seconded to adopt the report of the committee.

President Mahon explained briefly the reason for this recommendation, stating that in a case that had occurred during the last term a financial officer had gone wrong with the funds of his Division, the shortage extending back over a period of years, and the Local Division claiming compensation for these past shortages, even though the office had only been bonded within the year.

The report of the committee was adopted.

Secretary Robbins: "The President recommends in his report a new section to follow Section 164, as follows:

New Section to Follow Section 164

It is the duty of the Financial Secretary to keep the books of the L. D., to enroll all members, to see that the certificates of membership are applied for new members and issued to them, to receive from the General Office the working cards and to make out the card of each member from the records of his books each month, and to deliver them to the dues collector or collect upon them himself, but in no case will he issue blank cards to any collector or other officer to fill out and collect dues upon.

Secretary Robbins: "The committee recommends concurrence in the President's recommendation."

A motion was made and seconded to adopt the report of the committee.

The question was discussed briefly by Delegates Bowbeer, Division 192; Armstrong, Division 788; Graeser, Division 788, and President Mahon.

President Mahon stated that this provision had always been in the Constitution, and that the purpose of his recommendation was to make more clear the fact that it is the duty of the Financial Secretary to issue the working cards to the dues collectors. He said there would be no objection to Financial Secretaries having assistants whenever it was necessary.

The report of the committee was adopted.

The committee, through Secretary Robbins, then reported upon resolutions referred to it by the Convention, as follows:

Resolution No. 1

Submitted by Delegate John B. Mouat, Division 134.

Resolved, That Section 107 be revised, making it possible for a member of our Association, after twenty years' service in the employ of a street car company, and after quitting such employ, but still maintaining membership in our Association, and reaching the age of 65 years, that such member may then be entitled to old age benefit.

The committee recommended non-concurrence in the resolution.

The recommendation of the committee was adopted.

Resolution No. 2

Submitted by Delegate John B. Mouat, Division 134.

Resolved, That Section 60 of the Constitution be revised, the word "dispatcher" particularly being eliminated from the list of members that could not participate in the workings of Local Divisions, and the list in general be revised.

The committee recommended non-concurrence in the resolution.

Delegate Mouat, the introducer of the resolution, stated that after an interview with the committee and with the International President and Vice-President, he was entirely satisfied with the recommendation of the committee.

The report of the committee was adopted.

Resolution No. 3

Submitted by Delegate John B. Mouat, Division 134.

Resolved, That Subsection 5 of Section 99 of the Constitution and General Laws be revised, making it possible for full funeral benefits to be paid the beneficiary of a deceased member when a will is left by a deceased member, such beneficiary not necessarily being of blood relation.

The committee recommended non-concurrence in the resolution.

The report of the committee was adopted.

Resolution No. 4

Submitted by Delegate John B. Mouat, Division 134.

Resolved, That the provision in Section 110, whereby sick benefits cannot be paid for the first week of sickness, be stricken out, leaving the same optional with the Local Division.

The committee recommended non-concurrence in the resolution.

The recommendation of the committee was adopted.

Resolution No. 6

Submitted by Delegate Nelson, Division 85.

Whereas, It has seemingly more and more become the custom of the employing corporations to ask arbitration in the settlements of contracts for wages and working conditions, all for the purpose of avoiding the principle of "direct negotiations;" and

Whereas, It has also become the custom of the employing corporations, for the purpose of delay, to raise legal as well as technical objections to "Terms" and "Propositions" as presented to them; and

Whereas, Such tactics on the part of the employing corporations tend to defeat the principle of collective bargaining, besmirch the principle of arbitration, strain the patience of wage scale committees, and blunt the spirit of the rank and file of the membership; therefore, be it

Resolved, That Section 112 of the Constitution and General Laws be amended to read: "If the Company refuses to accept arbitration as tendered, the International President or his Deputy shall forthwith proceed to declare a strike."

The committee recommended non-concurrence in the resolution.

A motion was made and seconded to adopt the report of the committee.

Delegate Nelson, Division 85, stated that the delegates from that Division had been instructed in two special meetings to attempt to have the present law changed by the Convention. He stated the members of his Division had felt that the employing corporations had invariably used the law in question, to the disadvantage of the organization. He felt that by having the power vested in the International President or his duly authorized representative to call a strike at the opportune moment, better

results would be obtained for the Local Divisions.

President Mahon discussed the matter and said, in part: "I want to call the delegate's attention to the fact that he dare not pass such a law. If he does he will have his officers in jail in half of the States. The idea of putting it upon an officer to declare a strike. Strikes are voted by the membership, and the man who goes around in some of these States and assumes that he is the boy to order strikes, will find himself in jail. If that law were adopted, that would be the very first thing they would point out—the power of that man! The newspapers would attack him and the courts would enjoin him.

"Talk about delay? You have the right, after they have refused arbitration, and a strike vote has been passed, to order a strike. Delays are sometimes very beneficial. When I came to Chicago, called there by the committee and the officers of Divisions 241 and 308, our men were ready to plunge into a strike that would have been a disastrous one, and we knew it. The mayor of that city begged for delay, but if the rank and file had had the advantage of a law such as is proposed, they would have said, 'We must go to it tomorrow morning because arbitration has not been agreed to.' We would have plunged 20,000 men and women into a strike that would have been disastrous to this organization. Public sentiment was crystallized against us; the newspapers had played it; it had been but a short time before that we had been in a wage contest and had a strike, and the public was prepared to smash us if we tried it again. I repeat, it would have been a disastrous battle to us.

"Pittsburgh has lost nothing in its delays; Chicago has lost nothing in its delays. You can always strike, and sometimes too quickly, but don't create a situation in this organization where the officers and conservative men who understand the conditions can be carried off their feet."

Board Member McMorrow supported the recommendation of the committee, calling attention to the fact that if this law were in force there were many places in the country where the cry would immediately go up against the "outside dictator."

Delegate Duffield, Division 441, favored the report of the committee.

Delegate Finlay, Division 85, as one of the sponsors of the resolution, said that the men in Pittsburgh were not opposed to the principle of arbitration, but that in the manner in which it had worked out in that city the organization there had always suffered.

Delegates Murphy, Division 589; Meeker, Division 26; Tomkins, Division 113; Quinlan, Division 241, and others supported the recommendation of the committee.

Delegate Quinlan, as chairman of the committee, referred at some length to the Chicago situation and the ultimate benefit that had come to the Divisions there by reason of the delay that ensued in the arbitration proceedings.

A motion for the previous question, properly seconded, was carried.

The motion to adopt the committee's report was carried with a very few dissenting votes.

At 12:05 P. M. the Convention adjourned to 1:30 of the same day.

FIFTH DAY

AFTERNOON SESSION

The Convention was called to order at 1:30 o'clock P. M., President Mahon presiding.

President Mahon called attention to the arrangements for the supper at Neptune Beach and the understanding was that the delegates were to proceed to Neptune Beach at 8:15 o'clock, have supper, and be in position to return to the hotel for a night session, if necessary.

Report of Committee on Law (Continued)

Delegate Robbins, secretary of the committee, continued the report as follows:

Resolution No. 7

Submitted by Delegates W. D. Robbins, A. Conn, Jos. Tomkins, Larry O'Connell and Fred Shephard, of Division 113.

Resolved, That the Laws of our Association be so amended as to provide that members who have less than three years' standing in the organization be not eligible to continue their membership in the Amalgamated in case they leave the occupation.

This only to apply to persons joining our Association on or after January 1, 1924.

The committee recommended non-concurrence in the resolution.

The recommendation of the committee was adopted.

Resolution No. 8

Submitted by Delegates Henry Lorange, W. P. Curtis and Fred Buchanan, of Division 691, Springfield, Mo.

Whereas, Knowing that all things that are for good can be achieved only by Divine guidance and assistance; and

Whereas, Our Association aims toward those things only which are for the uplifting of its members and the improvement of their welfare; therefore, be it

Resolved, That Division 691, of Springfield, Missouri, respectfully requests the delegates here assembled to amend that part of the General Laws on page 57, specifying: "Section 1. The Officers of a Local Division shall consist of a President, Vice-President, Recording Secretary, Financial Secretary, Treasurer, Correspondent, Conductor, Warden and Sentinel," to have added thereto "Chaplain"; and, be it further

Resolved, That a new section be added to the General Laws, to follow Section 11 on page 60, covering the duties of a Chaplain.

The Committee recommended nonconcurrence in the resolution.

The recommendation of the committee was adopted.

Resolution No. 9

Submitted by Delegates W. D. Robbins, Jos. Tomkins, A. Conn, L. O'Connell and Fred Shephard, of Division 113.

Resolved, That Section 8 of the Constitution and General Laws be amended by inserting "four hundred (400)" in place of the "three hundred (300)" now in the laws.

Inasmuch as this subject matter has already been covered in the President's report, no further action is necessary.

Upon motion of Delegate Luchsinger, the report of the committee was adopted.

Resolution No. 12

Submitted by Delegates Walter F. Norton, C. J. Simmons, J. A. Lawrence and E. M. Dwyer, of Division 282.

Resolved, That Section 50 of the General Laws of this organization, on page 16, be amended as follows: Strike out the figures (65) on the second

line and insert therein the figures (55); also, strike out the words "the defense fund" on the fifth line; also, strike out the following words and figures following the word "claim" on the eleventh line and ending at the word "strikes" on the fourteenth line: "Ten (10) cents per month shall be used to create the defense fund of the Association for the protection of the membership of the various Divisions in case of lockouts and strikes."

The committee recommended non-concurrence in the resolution.

Delegate Norton, Division 282, stated that his delegation was instructed by the Division to present this resolution, but that the delegates personally were very much opposed to it and were willing to do all in their power to build up the defense fund.

The recommendation of the committee was adopted.

Resolution No. 13

Submitted by Delegates Walter F. Norton, C. J. Simmons, J. A. Lawrence and E. M. Dwyer, of Division 282.

Resolved, That Section 8 of the General Laws of this organization, on page 4, be amended as follows: Strike out the following words, following the letters "L. D." on the second line, and figures on the third line ending at the word "members": "having three hundred," and insert therein "having five hundred (500)."

Inasmuch as this matter is covered in the President's report and also covered by previous action of the Convention, no further action is necessary.

On motion of Delegate Tomkins, Division 113, the report of the committee was adopted.

Resolution No. 14

Submitted by Delegate White, Division 416. Because of the great expense of negotiating contracts, be it

Resolved, That this Convention adopt a resolution confining the negotiation of local contracts to not more than three men selected by the Local Division. The three men to be selected from the Executive Board of the Division.

The committee recommended non-concurrence in the resolution.

The report of the committee was adopted.

Resolution No. 22

Submitted by Delegate Mathews, Division 192. We would like to amend two sections of the Constitution and General Laws of the A. A. of S. and E. R. E. of A., known as Sections No. 87 and No. 88.

Section 87. Leave out the words, "in continuous employment as a street and electric railway employee," and change to the following:

"In order to establish a funeral benefit for the proper burial of members in case of death, disability benefits to aid them in case of total disability that may overtake them in connection with their occupation as street and electric railway employees, an old age benefit, to assist them where they have reached old age."

(The rest of the section to remain as it is at present.)

Section 88. To change the part relating to the old age benefit and have the section read as follows: "Members of this Association, after one year of continuous membership in the Association, shall be entitled to one of the following benefits: Funeral or total disability; and after ten years' continuous employment as a street and electric railway employee, and twenty years of continuous membership in this Association, and reaching the age of sixty-five, shall be entitled to the old age benefit, provided they have complied with the laws of the Association and are in good standing, and that the Local Divisions to which they belong are in good financial standing and have complied with the laws and rules laid down in the Constitution and Laws of this Association."

The committee recommended non-concurrence in the resolution.

Upon motion of Delegate Robbins, the recommendation of the committee was adopted.

President Mahon called attention to the fact that the subject matter had been covered by previous action of the Convention.

Resolution No. 26

Submitted by Delegate Bruce, Division 308.
Resolved, To amend Section 69, page 25, by adding after the word "case" in the thirteenth line: "The accused member shall have the right to be represented at the trial by any member whom he or she may select as their counsel. When more than one member is accused of the same offense, the accused members shall have the right to be represented at the trial by any member whom they may select as their counsel. In case of no selection by the accused, the Trial Board may appoint some member to represent them."

The rest of the section to remain as at present.

Resolution No. 45

Submitted by Delegate Julian E. Johnson, Division 308.

Resolved, To amend Section 69 by inserting, after "determine," in line 10, the words, "In addition there shall be appointed one member to serve as prosecutor."

(This would recognize that the Board cannot properly assume the opposite duties of both prosecutor and impartial judge of the case.)

Secretary Robbins: "Your committee felt that some of the Divisions have had considerable trouble in trial boards, and that the adoption of these two resolutions would clear the matter somewhat."

Upon motion of Delegate Bruce, properly seconded, the report of the committee was adopted.

Resolution No. 27

Submitted by Delegate John J. Bruce, Division 308.

Resolved, To amend Section 3, page 57 by adding after the word "Division," in the seventh line: "He shall have the right to vote only in case of a tie."

The rest of the section to remain as at present.

The committee recommended concurrence in the resolution.

The recommendation of the committee was adopted.

Resolution No. 28

Submitted by Delegate John J. Bruce, Division 308.

Resolved, To amend Section 48, page 15, by striking out "\$1.00" in the third line and inserting "\$1.50."

The committee recommended that the resolution be amended by inserting in lieu of the figures "\$1.50" the figures "\$1.25," making the amended portion of Section 48 read: "Dues shall be no less than \$1.25 per month."

The recommendation of the committee was adopted, upon motion by Delegate Robbins.

Resolution No. 29

Submitted by Delegate J. W. Dennis, Division 441.

Resolved, That Section 17 be amended by striking out the words "First Vice-President" in the first line and inserting in lieu thereof, the words "Vice-Presidents," making the section, when amended to read as follows:

"Section 17. The Vice-Presidents, General Executive Board and Association Editors shall be required to attend the Convention, their expenses to be paid from the General Fund when not serving as a delegate."

The committee recommended non-concurrence in the resolution.

The recommendation of the committee was adopted.

Resolution No. 31

Submitted by Delegate Joseph M. Keanan, Division 194.

Whereas, I have been instructed by our membership to bring a matter to the attention of the delegates of this Eighteenth Biennial Convention that has been the cause of great concern to the membership of our Division, due to the employing company pensioning or removing from service mem-

bers of our Division who, through physical defects or old age, are unable to continue in their occupations, I therefore offer the following amendment to Section 88 of our General Constitution, to read as follows:

"Members of this Association, after one year of continuous membership in the Association, shall be entitled to one of the following benefits: Funeral or total disability; and after twenty years of continuous membership in the Association, and reaching the age of sixty-five, they shall be entitled to the old age benefit. Provided, that if after twenty years of continuous membership such a member is pensioned or removed from service for physical defects or old age by the employing company before reaching the age of sixty-five, that member, provided he does not engage in any other occupation and continues to fulfill all his obligations under this Constitution, shall be entitled to the old age benefit upon reaching the age of sixty-five, and provided that such member has complied with the laws of the Association and is in good standing, and that the Local Division to which he belongs is in good financial standing and has complied with the laws and rules laid down in the Constitution and Laws of this Association."

The committee recommended non-concurrence in the resolution.

The recommendation of the committee was adopted.

Delegate Veillon, Division 194, asked to be recorded as voting against the adoption of the committee's report.

Resolution No. 32

Submitted by Delegate Joseph M. Keanan, Division 194.

Resolved, That Section 107 be amended to read as follows:

"A member, to be entitled to the old age benefit, must have complied with the General Constitution and Laws and be employed as a street and electric railway worker when applying for old age benefits, except in cases where employing company has pensioned or removed such member from service because of advanced age or physical defects. A member desiring old age benefit shall make application to the Local Division of which he is a member, except he should hold his membership with the general organization; in that case he will write and secure from the International President a regular application blank and fill out the same according to the instructions that will be sent him from the general office."

If the claim is made to the Local Division, it shall be first considered by the Local Division, and if it is determined by the Local Division that the applicant is entitled to the claim, the application shall be forwarded to the International President by the Financial Secretary. Accompanying the application shall be a doctor's certificate stating the condition of the applicant. The applicant shall also state his age, with such proof as is possible to submit, and such other information as he may deem advisable upon the subject. The Local Division may add such information as it deems advisable.

Upon approval of the application by the International President, the Association shall pay the claim. If the International President is not satisfied with the claim, it shall be referred to the General Executive Board, which, at its first meeting after the claim has been filed, shall make a thorough examination and pass upon the same. Approval of the application by the General Executive Board shall be sufficient warrant for payment of the claim. If the claim is denied by the General Executive Board, applicant may make application for payment by appealing to the regular Convention of this Association. In no case will he carry his claim into the courts until the claim has been passed upon by the Convention. If the claim is allowed by the Convention, it shall be paid in order by the International President from the Death, Disability and Old Age Benefit Fund of this Association, as heretofore provided."

The committee recommended non-concurrence in the resolution.

The recommendation of the committee was adopted.

Resolution No. 33

Submitted by Delegate Julian E. Johnson, Division 308.

Resolved, To amend Section 69 by striking out

from line 15, sixth word, up to line 20, second word, and inserting: "The accused member shall have the right to be represented at the trial by any member whom he may select as his counsel, and in case of no selection by the accused, the Trial Board may appoint some one of the members to represent him. In case more than one are accused of the same offense, the group shall be entitled to but one member to represent them, there being but one member to prosecute them."

Secretary Robbins: "This matter has already been covered in the action of the Convention on Resolutions Nos. 26 and 45, consequently no further action is necessary."

The report of the committee was adopted.

Resolution No. 34

Submitted by Delegate George W. Cross, Division 125.

Resolved, That Section 112 be amended to read: "If by compliance with Section 111 the Committee has been unable to secure a settlement of the matters in dispute satisfactory to the Local Division, and the Local Division believes that the matters in dispute are of such importance that a strike should be ordered, the question of a strike shall be submitted to a secret ballot vote of the entire membership of the Local Division. If necessary to reach the entire membership of the Local Division, the ballot shall be taken by referendum, ballots being prepared and so distributed to give every member an opportunity to vote. If two-thirds of the membership voting upon the question decide in favor of suspending work, the Local Division shall at once notify the International President. The International President upon receipt of such notice, shall proceed to the scene of dispute in person or by deputy, and, in conjunction with the Committee of the Local Division, shall make a thorough investigation and attempt to settle the matter in dispute. In case of failure to secure a settlement, the International Officer, together with the Local Committee, shall determine whether or not the case should be arbitrated."

The committee recommended non-concurrence in the resolution, the Convention already having concurred in the President's report on the matter of arbitration.

A motion was made and seconded to adopt the report of the committee.

Delegate Cross, Division 125, stated that the resolution was not fostered by him individually, but it was the result of action following two or three meetings of his Local Division, and he had presented it by instructions of his Local Division. He then spoke at some length of the difficulties that had been encountered in local arbitration proceedings in his Division.

The matter was further discussed by Delegates Nelson, Division 85; O'Connor, Division 281, and McGrath, Division 85. Delegate McGrath said that while some of the larger Divisions might have profited through arbitration, that was not true in Pittsburgh, and he made the statement that so far as Pittsburgh was concerned, they were absolutely opposed to arbitration.

The motion to adopt the report of the committee was carried.

Resolution No. 35

Submitted by Boston Delegation by instructions of Division 589.

Motion was made, seconded and passed, That the Boston delegation be instructed to introduce an amendment to the law to raise the Death, Disability and Old Age benefits from \$800.00 to \$900.00 for the ninth year, and \$1,000.00 thereafter.

The committee recommended non-concurrence in the resolution.

On motion of Delegate Robbins, the report of the committee was adopted.

Resolution No. 36

Submitted by Boston Delegation by instructions of Division 589.

Motion was made, seconded and passed, That the Boston delegation be instructed to introduce a res-

olution that the 4 cents of the 65 cents per capita tax that is going to the editing of the "Motorman and Conductor" be set aside as a Convention Fund to pay the mileage to and from the Convention of the delegates attending, and that the "Motorman and Conductor" be edited and distributed semi-annually.

The committee recommended non-concurrence in the resolution.

The report of the committee was adopted.

Resolution No. 37

Submitted by St. Louis Delegation, Division 788. Resolved, That Section 35 of the Constitution and General Laws be amended to read as follows:

"Elections in Divisions shall take place at the first meeting in December and June. Where Divisions hold semi-annual elections and where the elections are held annually, the election shall be held either at the last meeting in December or the last meeting in June, as may be required to approximate the expiration of the official year. In Divisions that elect by ballot the election must take place on or before the 25th of the month, either in June or December, at the expiration of the year. The installation of officers shall take place at the first meeting in the next term. The retiring officers shall see that all officers are duly installed and placed in charge of their office before they surrender or turn over the office; and when an officer who has been elected fails to attend the meetings, or qualify within three successive meetings, or fails to function as an officer, or tenders his resignation, he shall be debarred from re-election during that term of office. His office shall be declared vacant, and a new election to fill the same shall be held in accordance with the laws and provisions of this Constitution."

The committee recommended non-concurrence in the resolution, as the matter is fully covered in Section 36 of the Constitution and gives the Local Divisions autonomy.

A motion was made and seconded to adopt the report of the committee.

The question was discussed by Delegates Davis, Graeser and Metcalfe, Division 788; Bruce, Division 308; Quinlan, Division 241, and Murphy, Division 589.

Delegate Parker, Division 623, moved the previous question. The motion was seconded and carried, and the motion to adopt the report of the committee was carried.

Resolution No. 39

Submitted by Delegate Joseph M. Keanan, Division 194.

Be it Resolved, That Section 62 of our laws be amended, which now reads as follows:

"When a member of the Amalgamated Association of Street and Electric Railway Employees of America enters into employment as a city fireman, policeman, or other officer of the peace, which includes constable, sheriff, deputy sheriff, private policeman, or special agent; such members, upon accepting or entering into any of these positions, shall withdraw from membership in this Association."

Be it further Resolved, That Section 62 of the Amalgamated Association of Street and Electric Railway Employees of America's laws be changed to read as follows:

"When a member of this Association leaves the service of said company and enters into such position as city fireman, policeman, constable, sheriff, deputy sheriff, or special agent, said member shall be allowed to maintain his membership in this Association, and should his death be caused by natural causes, this Association must pay his full claim."

Be it further Resolved, That should said member meet his death by accident, by performing any of the above mentioned positions, this Association shall pay only one-half of said claim. Said members must pay full dues to maintain their membership.

The committee recommended non-concurrence in the resolution.

On motion of Delegate Tomkins, Division 113, the report of the committee was adopted.

Resolution No. 41

Submitted by Delegate Joseph M. Keanan, Division 194.

I hereby submit the following amendment to Section 62 of our general Constitution and Laws:

Resolved, That when a member of this Association takes employment as city fireman, policeman, or detective, which includes constable, sheriff, or deputy sheriff, such member, upon entering such position, shall withdraw from membership in this Association. The Local Divisions shall see that members entering such positions are granted withdrawal cards or terminate their membership immediately upon the acceptance of such positions, and where any Local Division disregards this law and allows a member to remain in any one of these positions in violation of this law, the Local Division shall, in case benefits are declared against the Association, pay the said benefit from the local treasury.

The committee recommended non-concurrence in the resolution.

A motion was made and seconded to adopt the report of the committee.

Delegate Veillon, Division 194, and Delegate Yokers, of the same Division, spoke in favor of the resolution.

Delegate Luchsinger, Division 627, in supporting the report of the committee, said that there was absolutely nothing in the laws of the Amalgamated Association at the present time to prohibit a member from recovering in a case of death or disability as long as he is a watchman for an operating company. He stated that he was opposed to letting the bars down to the men in the outside occupations.

Delegate Boudreaux, Division 194, spoke in favor of the resolution and against the recommendation of the committee.

The report of the committee was concurred in.

Delegate Yokers, Division 194, asked to be recorded as voting against the adoption of the committee's report.

The committee reported jointly upon Resolutions Nos. 42 and 56.

Resolution No. 42

Submitted by Delegate H. O. Teat, Division 732.

Resolved, That the following be added to Section 13 of our present Constitution:

The mileage shall be borne by the International Association, striking out the words, "Local Division they represent." This to be regulated by the General Executive Board, and when receipts are shown representing the mileage paid out by the delegate from his starting point to the meeting place of the Convention, both to the Convention and return to the starting point, the nearest route to be taken.

Submitted by Seattle Delegation, Division 587. Whereas, At all conventions in the past we have failed to get the proper representations from the Local Divisions, many of the Local Divisions failing to send even one delegate to the International Convention; and

Whereas, We believe this small representation is due to the heavy expense of sending their delegates from one part of the country to another, making the expense much heavier to some Local Divisions than to others; and

Whereas, We believe the above is a factor in deciding the city in which our conventions shall be held, and believing that the matter of expense is considered above and to the exclusion of everything else, and believing that the matter of expense should not be such a heavy factor in deciding the city in which our conventions shall be held, and believing it to be unfair and unjust; now, therefore, be it

Resolved, By the Amalgamated Association of Street and Electric Railway Employees of America, in convention assembled, that the International office shall pay the railroad fare of all delegates to our International Conventions, starting with the next convention; the amount necessary to do this shall be raised by per capita tax, and the amount per member shall be fixed by the General Executive Board.

Secretary Robbins: "The committee rec-

ommends non-concurrence in both Resolutions Nos. 42 and 56. Brother Murray, a member of the committee, wishes to be recorded as voting for the resolutions."

A motion was made and seconded to adopt the report of the committee.

Delegates Murray, Division 587; Teat, Division 732, and Dwyer, Division 282, spoke in favor of the adoption of the resolutions. They felt that such a measure would give the smaller Divisions representation in the Conventions and that the expense would be proportionately borne by all Divisions. Another argument advanced in favor of the adoption of the resolution was that the Convention was the best medium of conveying to the membership the things that the Amalgamated Association stands for and hopes to accomplish, and that it should therefore be made as easy as possible for all Local Divisions to be represented.

Delegate Quinlan, Division 241, chairman of the committee, defended the committee's report. He said that, in his opinion, there were some Divisions that had too great a representation in the Convention and that ten or twelve delegates could represent these Divisions as well as a larger number. He pointed out also that the small Divisions receive all the benefits of the Amalgamated Association, and that it was their duty to first put forth some effort to raise the money themselves, whereby they could have representation in the Conventions.

A motion offered by Delegate Bruce for the previous question was defeated.

Delegate Brown, Division 268, related his experiences as a member of the Miners' Union, which pays the expenses of its delegates to its international conventions, and said that after this system was adopted, small unions that had formerly sent two delegates sent four or more. He favored the committee's report.

Delegate Hackler, Division 587, favored the resolutions, contending that it would cost only three or four cents additional per member to carry out the intent of the resolutions.

Delegate Nelson, Division 85, said the membership should be educated to the point where they would realize the vast benefits they are obtaining from the Amalgamated Association and would be willing to pay for those benefits.

Upon motion of Delegate Lynch, Division 580, debate was closed.

The Chair declared the report of the committee adopted on a viva voce vote. A division was called for, resulting as follows: One hundred fifty-six in favor of the committee's report, forty-three opposed.

Resolution No. 43

Submitted by Delegate H. O. Teat, Division 732. Resolved, That the following be added to Section 8 of our present Constitution:

That each Local Division will be represented as above stated in this Section, and be paid by the International organization for time lost in attending any Convention in the future, and that the General Executive Board be empowered to raise the per capita dues on each and every member of the Association, to pay a stipulated amount for the services of the delegate to and from the Convention. That this Convention regulate the amount to be paid to delegates attending Conventions.

The committee recommended non-concurrence in the resolution.

A motion was made and seconded to adopt the report of the committee.

Delegate Teat, Division 732, spoke briefly in support of the resolution.

Delegate Brasher, Division 256, spoke in favor of representation for the smaller Divisions.

Delegate Bowbeer, Division 192, moved as an amendment to the report of the committee that the matter be referred to the Executive Board for report to the next Convention. Amendment seconded.

The matter was discussed by Delegates Armstrong, Division 788; McFadyen, Division 618; Dwyer, Division 282; Reddick, Division 713; Board Member McMorrow; Delegates Gram, Division 934; Murray, Division 587, and others.

Delegate Gram stated that he represented a Division of only twenty-five members, and that they were glad to provide the means to send their delegat to the convention.

Board Member McMorrow referred to the increase in wages that had been obtained for the men in practically all the Divisions through the medium of organization, in many localities increases amounting to 300 per cent, and he discouraged the suggestion of referring the question back to the Executive Board. He felt that all Divisions should be interested enough in the affairs of the organization to provide the means to send delegates to the Conventions.

Delegate Lachsinger, Division 627, moved the previous question. Motion seconded and carried.

The amendment offered by Delegate Bowbeer was defeated, and the report of the committee was adopted by a very large majority.

Resolution No. 44

Submitted by Delegate Myles P. Callahan, Division 241.

Amend Section 106 to read, on fourth and fifth lines, "sixty (60) years" in lieu of sixty-five (65).

The committee recommended non-concurrence in the resolution.

The recommendation of the committee was adopted, after Delegate Callahan had made a statement to the effect that he introduced the resolution by instructions of his Division.

Resolution No. 46

Submitted by Delegate Julian E. Johnson, Division 308.

Resolved, To amend General Laws, Section 69, line 7, seventh word, by substituting "three" for "five."

(This would reduce the number on the Trial Board from five to three, believing three is sufficient, and that it would be an economy.)

The committee recommended non-concurrence in the resolution.

The report of the committee was adopted, on motion of Delegate Bruce, Division 308.

Resolution No. 49

Submitted by Delegate C. N. F. Reddick, Division 713.

Whereas, Division 713 of Memphis, Tenn., had in their By-Laws a fine on their members for not attending at least one meeting per month; and

Whereas, An appeal was made from a member of the Northwest to the General Executive Board to prevent being fined for non-attendance, and the ruling of the Board was that it was not legal to fine a member for non-attendance; and

Whereas, Since that ruling the By-Laws of Division 713 were changed to conform to the ruling

of the Board, and immediately thereafter the attendance dropped; therefore, be it

Resolved, That this Convention go on record to give the Local Divisions the right to fine their members for non-attendance at the meetings, unless a reasonable excuse is offered.

The committee recommended non-concurrence in the resolution.

A motion was made and seconded to adopt the report of the committee.

The question was discussed by Delegate Lubber, Division 313, who favored fining members for non-attendance at meetings; by Delegates Meeker, Division 26, who opposed it, and Reddick, Division 713, who introduced the resolution and who said that he had presented the resolution by instructions of his Local Division, and that his personal opinion was not in accord with the resolution.

The recommendation of the committee was adopted.

Resolution No. 50

Submitted by Delegate Charles Brasher, Division 256.

Resolved, To amend Section 48 by striking out "\$1.00" in the third line, and insert therefore "\$1.25."

Inasmuch as the subject matter of this resolution has already been covered, no further action is necessary.

The report of the committee was adopted.

Resolution No. 54

Submitted by Detroit, Delegation, Division 26.

Resolved, That we the delegates representing Division 26, Detroit, Michigan, recommend that Section 106 of the Constitution be changed to read as follows:

"A member of this Association, who has been in continuous membership for twenty (20) years and over, and has complied with the Constitution and Laws of this Association, and has reached the age of sixty-five (65) years, shall be entitled to the old age benefit of eight hundred dollars (\$800.00), as prescribed by the Constitution."

Explanation: Section 96 of the Constitution and Laws will provide revenue for any deficiency, should there be one, caused by the adoption of this proposed change in Section 106.

Secretary Robbins: "Your committee recommends non-concurrence in this resolution, Delegate Gee dissenting."

Delegate Bruce moved that the report of the committee be adopted. Motion seconded.

Delegate Gee stated that the resolution had been presented because the delegates to Conventions in the past were always confronted with inquiries on their return home as to what had been done for the old members of the organization.

Delegate Meeker, Division 26, spoke in favor of the resolution, and offered a motion that the report of the committee be non-concurred in. Motion seconded.

Delegate Daugherty, Division 26, pleaded for consideration of the service rendered by the older men, and said he hoped the younger members of the organization would give the matter serious thought.

The report of the committee was adopted.

Delegate Gee, Division 26, asked that the Detroit delegation be recorded as voting against the adoption of the committee's report.

Delegate Daugherty called attention to the fact that Delegate Meeker had made a motion to non-concur in the committee's report.

President Mahon replied that the motion

was a negative one and therefore was not in order.

Resolution No. 59

Submitted by Boston Delegation, Division 589, Resolved, That members of this Association who have been pensioned or retired by street railway companies, or members who are off, sick, for a period of three months or more; also members of this Association who, through jurisdiction, have become members of their respective crafts, be exempted from paying assessments other than assessments levied for the upkeep of the old age, death, and disability funds and the preservation of this Association, in accordance with the Constitution and General Laws of this Association.

The committee recommended non-concurrence in the resolution.

The recommendation of the committee was adopted.

Secretary Robbins: "The committee recommends that Section 35 of the Constitution be changed to read as follows:

Elections in Divisions that have been in existence less than three years may be had semi-annually or annually, as the Division may decide, but Divisions that have been in existence over three years may hold their elections every two years if they so desire. Elections shall take place on the first meeting in December and June where Divisions hold semi-annual elections, and where the elections are held annually or every two years the elections shall be held either at the last meeting in December or at the last meeting in June as may be required to approximate the expiration of the official year. In Divisions that elect by ballot, the election must take place on or before the 25th of the month, either in June or December at the expiration of the year. The installation of officers shall take place at the first meeting in the next term. The retiring officers shall see that all officers are duly installed and placed in charge of their office before they surrender or turn over the office, and when an officer who has been elected fails to attend the meetings or qualify within three successive meetings, his office shall be declared vacant and a new election to fill the same shall be held in accordance with the laws and provisions of this Constitution.

The recommendation of the committee was adopted.

Secretary Robbins: "Your committee recommends that Section 50 of the Constitution be amended to read:

Sec. 50. Each L. D. shall pay, through its F. S., monthly, to the International Office the sum of 75 cents per member. This amount shall be to cover all per capita tax, covering the general expense of the Association, the defense fund, the death, disability and old age benefit fund, and "M. & C." Eleven (11) cents per month of said moneys received shall be used as a fund for the general management of the Association; fifty (50) cents per month shall be used to create a fund for the payment of death, disability and old age benefit claims; ten (10) cents per month shall be used to create the defense fund of the Association for the protection of the membership of the various Divisions in case of lockouts and strikes; four (4) cents per month shall be paid to the "M. & C." for the purpose of furnishing and forwarding said journal to each and every member in good standing in the Association.

Delegate Robbins moved the adoption of the section as amended. Motion seconded.

President Mahon: "If I understand the amendment correctly, the raise in per capita tax is to be added to the death, disability and old age benefit fund. Is that correct?"

Secretary Robbins: "That is correct."

Delegate Norton, Division 282, said that he was sure the membership of his Local Division would not look with favor upon any measure that would eventually result in an increase in the local dues, and that he hoped the recommendation of the committee would not be concurred in.

Vice-President Fitzgerald in the chair.

Delegate Coleman, Division 618, said that the sentiment in his Division would not be favorable to the increase if it meant an increase in dues, and that because of the fact that the one-man car system was being introduced in Rhode Island and eliminating many of the men from the service, the adoption of this measure might have the effect of causing them to leave the organization.

Delegate McPadyen, Division 618, corroborated the statement made by his co-delegate, and asked to be recorded as voting against the adoption of a measure that would increase the per capita tax and eventually increase the local dues.

Delegate Mouat, Division 134, also asked to be recorded as voting against the increase.

Delegate Luchsinger, a member of the committee, reminded the delegates of what he had said in a previous statement—that the membership is always quite willing to take out of the Association without putting anything in. He pointed out that the report of the International Treasurer showed a deficit in the death, disability and old age fund over the condition of two years ago; that the number of men entitled to the full \$800 benefit is rapidly increasing; that at the present time but few new Divisions are being formed; and that the men who were leaving the service, if any, were the younger men, the older men remaining, and through this condition, continually adding to the financial obligations of the Association. He compared the insurance provided by the Amalgamated with that provided by life insurance companies, and said that it was impossible anywhere to get that amount of insurance as cheaply as it is provided for in the Amalgamated Association. He referred to the heavy dues that are paid by the men of other trades in order to maintain their benefit system.

Delegate Commons, Division 194, proposed the following amendment: that the General Executive Board be instructed to take a referendum vote of the entire membership on this question, and if it is carried, to put it into effect.

Amendment seconded.

Delegate Bruce, Division 308, a member of the committee, said that from the opening of the Convention the popular demand in resolutions and in statements on the floor was for greater results from the organization; that nearly every resolution had a tendency to take something more out of the Association, and that there was not one resolution submitted that had for its purpose the building up of the death, disability and old age fund.

Delegate Armstrong, Division 788, said that if there was danger of the death benefit fund being exhausted, the only alternative was to increase the per capita tax.

Delegate Lyden, Division 272, opposed the report of the committee. He stated further that he had been instructed by his Local Division to come to the Convention with a recommendation to increase the death, disability and old age benefits, that he called their attention to the fact that if

that were done it would mean an increase in per capita tax, and that he was sure they did not favor such an increase.

Delegate Clark, Division 589, said he did not believe it was necessary to increase the per capita tax at this time; that if necessary to safeguard the fund, the Executive Board had the authority to levy an assessment.

Delegate Quinlan, chairman of the committee, drew the attention of the delegates to the strict requirements that are laid down by the old line life insurance companies in dealing with applicants for insurance, by way of comparison with the system in effect in the Amalgamated Association. He said that if other labor organizations were carrying the same amount of benefits as is provided for under the laws of the Association, a per capita tax of \$2.00 would be required. He warned the delegates of the necessity of safeguarding their funds and of taking the necessary precautions to meet the conditions that must come with the advancing age of a large percentage of the members.

The question was called for on the adoption of the report of the committee, and the Chair being in doubt on the *viva voce* vote, a show of hands was requested.

Before the vote was counted, attention was called to the amendment offered by Delegate Commons.

Delegate Daugherty rose to a point of order, claiming that the amendment was offered at the close of a speech.

President Mahon stated that he had no desire to stand on a technicality, and that he was not aware of the amendment offered by Delegate Commons.

On consulting the records, the reporter stated that such an amendment had been made and seconded.

The vote was taken upon the amendment, and the amendment was defeated.

The vote upon the motion to adopt the report of the committee resulted as follows: 114 in favor of the committee's report; 124 opposed.

The Chair declared the recommendation of the committee defeated.

President Mahon: "I want to say just a word. You men who are continually trying to secure benefits, be careful now, because we are going to enforce the laws of this Association strictly. You can't carry on this institution on wind. As has been said, every resolution, or nearly ever resolution, that came in here has been to increase the benefits. I refrained from speaking on this subject before, but I want to point out that at the time these dues were accepted you men were receiving a very low wage. We have been building it up. If you are looking only to take out of the Amalgamated Association, you are making a very serious mistake, and before two years is over, with the increase of the demands on the old age benefit, you will have to meet this situation."

President Mahon introduced to the Convention Brother Casey, of the Team Drivers of San Francisco, and Brother O'Connell, Secretary of the San Francisco Labor Council. Each of the brothers extended a word of welcome to the visiting delegates

and expressed the hope that the work of the Convention would result in much good to the organization.

Secretary O'Connell called attention to the fact that the wage scale negotiations in behalf of Division 518 of San Francisco had resulted in securing for the men of that Division \$5.40 per day for an eight-hour day, and that this splendid result was obtained through the hearty co-operation of the 123 unions in San Francisco, affiliated with the Labor Council.

Secretary Robbins: "Mr. President, the Committee on Law has completed its report, and it is respectfully submitted and signed:

Wm. Quinlan, Division 241, Chicago, Ill., chairman.
Wm. D. Robbins, Division 113, Toronto, Ont., secretary.

Matthew J. McLaughlin, Division 589, Boston Mass.

C. U. Taylor, Division 757, Portland, Ore.
John J. Bruce, Division 308, Chicago, Ill.
Herbert Gee, Division 26, Detroit, Mich.
Joseph M. Keanan, Division 194, New Orleans, La.
George W. Cross, Division 125, East St. Louis, Ill.
Julius Luchainger, Division 627, Cincinnati, O.
M. J. Murray, Division 587, Seattle, Wash.
Arthur P. Kjellquist, Division 900, Highwood, Ill.

On motion of Delegate Lynch, Division 580, the report of the committee was adopted as a whole, as amended.

Special Report on New Jersey Situation by The General Executive Board

President Mahon: "There is a very important matter to come before this Convention, and we are being crowded now for time. I will ask Secretary Reeves to submit this matter."

Secretary Reeves read the following:

Oakland, Calif., September 14, 1923.

The General Executive Board wishes to report to this Convention that the telegram from the Joint Board of the New Jersey Locals that was submitted to the morning session of the Convention and was by the Convention referred back to the General Executive Board, in and upon which was described to the Convention the New Jersey strike situation, was considered by your Board at a midday session.

The Board, recognizing the importance of the financial assistance sought by the members of the Locals involved, numbering some 4,500, enacted to recommend to this Convention, that the Convention direct the levying of an assessment of 50 cents per member, to be paid upon the November cards. Moneys so raised, or paid from local treasuries, it is to be instructed, will be at once forwarded to the International Office to become a part of the Defense Fund from which will be appropriated financial relief to the local involved in strikes and lockouts, as the situation warrants. In making this recommendation, the Board reports that some \$31,000 has already been forwarded to the New Jersey Locals and another appropriation of \$15,000 has been made, which will be forwarded at once.

Fraternally submitted,

GENERAL EXECUTIVE BOARD,
Edward McMorro, Chairman,
Per R. L. Reeves, Secretary.

Delegate Stein, Division 757, moved that the report of the Executive Board be concurred in. Motion seconded.

Delegate Dennis, Division 441, moved as an amendment that the assessment be fixed at \$1.00 per member. The amendment was seconded, but was defeated on being put to vote.

The motion to concur in the recommendation of the Executive Board was adopted by unanimous vote.

President Mahon again called attention to the arrangements for the evening enter-

tainment at Neptune Beach, and the amount of business still before the Convention, and asked for an expression as to the advisability of holding a night session or remaining in session slightly beyond the regular hour of adjournment.

Delegate Gee, Division 26, moved that the Convention remain in session until 5:30 o'clock P. M. Motion seconded and carried.

Report of Committee on Resolutions

Delegate Armstrong, secretary of the committee, reported as follows:

Resolution No. 17

Submitted by Delegate William J. Sutter, Division 56B.

Whereas, The one-man cars are creeping into our organization and in a number of cities they are 50 per cent or better and going toward the 100 per cent mark, and the trainmen who have served the companies as trainmen for twenty-five years or more are being compelled to give up the work as trainmen and forced to leave the service and seek other occupations for the reason that they are too old to handle this style of car and work; and

Whereas, These trainmen are compelled to give up their vocation after spending their entire life at this occupation, without any compensation or provision made for the few remaining years; therefore, be it

Resolved, That the Officers of the Amalgamated Association of Street and Electric Railway Employees of America be instructed at this Convention to take proper steps to have a bill passed through the Legislature compelling all municipally and privately owned street railway companies to create an old-age pension fund, to be used to take care of platform men after twenty-five years of service.

The committee recommended nonconcurrency.

Resolution No. 23

Submitted by Delegate T. McCarthy, Division 192.

Resolved, That this Convention order the sum of Twenty-five Thousand Dollars (\$25,000.00) be set aside as a Special Fund for organization work and to carry on a campaign for an eight-hour day for street and electric railway platform men in California.

The committee recommended that this resolution be referred to the incoming Executive Board.

Delegate McCarthy, Division 192, stated that his delegation had been instructed to do all in their power to obtain the eight-hour day in California.

The report of the committee was adopted and the report continued as follows:

Resolution No. 25

Submitted by Delegates M. O'Connor and P. Reynolds, Division 281.

Whereas, Our preamble states, "We, the Amalgamated Association of Street and Electric Railway Employees of America, this day and date assembled in Convention, in order to secure and defend our rights, advance our interests as working men, create an authority whose seal shall constitute a certificate of character, intelligence and skill, build up an organization where all the working members of our craft can participate in the discussion of those practical problems upon the solution of which depends our welfare and prosperity, to encourage the principles and practice of conciliation and arbitration in the settlement of all disputes and differences between Labor and Capital, establish order, insure harmony, promote the general cause of humanity and brotherly love, and secure the blessings of friendship, equality and truth, do ordain and establish this Constitution and these Laws for the government of said Association"; and

Whereas, Section 3 and Section 4 state our objects and Section 170 fully outlines our principles; and

Whereas, We are conscious of a movement to weaken our structure through the medium of so-called company co-operation and welfare plans; therefore, be it

Resolved by the Eighteenth Biennial Convention, To reaffirm our opinions, principles, objects and

obligations contained within the sections of our Constitution above enumerated; and, be it further Resolved, That Officers of Local Division be advised by circular letter of the policy of the Association of any proposed welfare or co-operative movements.

Resolution No. 30

Submitted by Delegate Walter F. Norton, Division 282.

Whereas, A vast majority of the membership for this organization do not take the interest that they should in the affairs of this organization; and

Whereas, Many of the traction companies of the United States and Canada are taking advantage of this condition to the extent of establishing company unions in an effort to crush this wonderful organization; therefore, be it

Resolved, That the General Executive Board of this organization be instructed to devise a system of education for the membership of this organization through the various Local Divisions, to show the value of this organization and the many benefits to be derived through the medium of the A. A. of S. and E. R. E. of A., either in the form of pamphlets or special meetings, or in some other way to get our members interested in the local meetings and bring out a larger attendance at same, and in that way make boosters out of all of our members, instead of some fault-finders, and increase our membership and interest in the welfare of this entire organization.

Secretary Armstrong: "The committee concurs in Resolutions Nos. 25 and 30, as they constitute simply a reaffirmation of the principles of our organization, which is opposed to the so-called company unions."

The report of the committee was adopted and the report continued as follows:

Resolution No. 18

Submitted by Division 85.

Whereas, The long struggle of the street car men of Buffalo for existence, and the struggle of the men of Buffalo is the fight of all car men throughout the United States and Canada; and

Whereas, The struggle at Buffalo is to be continued indefinitely; be it

Resolved, That the International President and the General Executive Board be empowered by the Convention to lay a general assessment sufficient to care for the men and the situation in general at Buffalo.

The committee recommended non-concurrency in the resolution, in view of the fact that the International office is now taking care of the situation.

A motion was made and seconded to adopt the report of the committee.

Delegate Nelson, Division 85, called attention to the willingness with which the members in Pittsburgh had paid the assessment for the benefit of the Buffalo men, that they recognized in that struggle a fight against the life of the organization in other cities, and that they felt the burden of supporting these men should be distributed more equitably among all the Divisions.

The same sentiments were expressed by Delegates O'Connor and McGrath, Division 85.

Delegate Spradling, a member of the committee, said that the committee had fully gone into the matter, and that sooner or later the membership must awaken to a realization of the importance of providing an adequate defense fund to meet such situations as that prevailing in Buffalo and other cities.

The motion to adopt the report of the committee was carried.

Delegate Moorehead, of the Oakland Division, made an announcement regarding the Neptune Beach entertainment, stating that cars would be ready upon adjournment of the Convention.

At 5:30 o'clock P. M. the Convention adjourned to reconvene at 9 o'clock Saturday morning, September 15th.

SIXTH DAY

Sept. 15, 1923, Saturday Morning Session

The Convention was called to order at 9 o'clock A. M., President Mahon in the chair

President Mahon read to the Convention a telegram from the management of the Hotel Trinity at Los Angeles, stating that the delegates and friends could be cared for at that hotel and at the Hotel Stilwell on arrival in that city Monday night.

Delegate Taylor, Division 757, announced that the Portland delegation had arranged to leave Oakland at midnight on Monday, arriving in Portland early Wednesday morning, and that they would be prepared to entertain any of the delegates returning to their homes via that route.

Vice-President Fitzgerald in the chair.

President Mahon: "I want to ask the unanimous consent of the Convention to introduce a resolution concerning the matter of attendance at conventions."

The President's request was granted, and he read the following:

Resolution No. 62

Whereas, The policy, laws and rules governing and directing this Association are adopted in the regular Conventions of the Association, it is, therefore, necessary that every Division of the Association throughout the jurisdiction of the organization be represented in order to bring about a unanimous sentiment and have a thorough understanding as to the laws and policies of the Association. Therefore, I offer as a section to the laws, to be placed in its proper order by the Secretary when compiling and codifying the amended laws after this Convention, the following section:

"Section— The policies, laws and plans for the direction of this Association shall be adopted and put into force from time to time by the directions of the regular Conventions of this Association, and it shall be the duty of each and every Local Division of this Association having one hundred (100) or more members to be represented at these Conventions by one or more delegates. No Division shall be excused from being represented except they are in a distressed condition, owing to lockouts, strikes or causes of that kind. In such cases, the Local Division affected shall apply to the General Executive Board at their meeting prior to the Convention and be excused by the Board. Otherwise, all Divisions as above provided shall be represented as these laws provide."

A motion to adopt the resolution as presented was carried by unanimous vote.

President Mahon in the chair.

Delegate Luchsinger, Division 627, made a motion that the election of officers be taken up as a special order of business at 2 o'clock Saturday afternoon. Motion seconded and carried unanimously.

Delegate Parker, Division 623: "I rise to a question of personal privilege. I would like to make a motion that we reconsider our action of yesterday on that part of the report of the Committee on Law bearing on the increase in per capita tax."

Motion seconded by Delegate Boudreaux, Division 194.

President Mahon: "How did you vote on the proposition yesterday?"

Delegate Parker: "I voted in favor of the committee's report."

President Mahon: "It will be necessary that the motion be made by someone who voted in the negative."

Delegate Boudreaux: "I voted against

the committee's report. I seconded Delegate Parker's motion, and I would now move that we reconsider our action of yesterday on this subject."

Delegate Graeser, Division 788, seconded the motion and stated that he, too, had voted against the committee's report.

On a viva voce vote being taken, the Chair stated that he was in doubt as to the result. A vote by show of hands resulted as follows: 114 in favor of reconsideration of the committee's report; 87 opposed.

President Mahon: "The motion is carried, and the subject is before the house for reconsideration."

Delegate Robbins, Division 113: "I would like to move that Section 50 be amended to read as follows:

Section 50. Each L. D. shall pay, through its F. S., monthly, to the International Office the sum of 70 cents per member. This amount shall be to cover all per capita tax, covering the general expense of the Association, the defense fund, the death, disability and old age benefit fund and "M. & C." Eleven (11) cents per month of said moneys received shall be used as a fund for the general management of the Association; forty-five (45) cents per month shall be used to create a fund for the payment of death, disability and old age benefit claims; ten (10) cents per month shall be used to create the defense fund of the Association for the protection of the membership of the various Divisions in case of lockouts and strikes; four (4) cents per month shall be paid to the "M. & C." for the purpose of furnishing and forwarding said journal to each and every member in good standing in the Association.

Motion seconded by Delegate Parker, Division 623.

Delegate Luchsinger, Division 627: "I don't quite clearly understand reconsideration. The report of the committee to this Convention was for an increase of ten cents in per capita tax, and if there has been a meeting of the Law Committee and they have decided to offer a substitute for that report, I am not aware of it."

President Mahon: "The delegate is correct, and we are reconsidering the report of the committee that was made yesterday. You may amend that report now if you so desire."

Delegate Robbins stated that the motion he made was on his own volition, as an individual, and that it was not the result of any action of the Committee on Law.

Delegate Jones, Division 627, said he understood the motion of Delegate Robbins to provide for a per capita tax of 70 cents.

President Mahon stated that he had ruled that motion out of order, as the subject before the Convention was the reconsideration of the committee's report in its original form.

Delegate Tomkins, Division 113, moved to amend the committee's report by substituting the words "seventy cents" for the words "seventy-five cents," and the substitution of the words "forty-five cents" for the words "fifty cents." Amendment seconded.

Delegate McGuire said that the delegates were not consistent in their action on this matter; that yesterday they had voted down a recommended increase of ten cents in per capita tax, and later, when a recommendation was made for an assessment of fifty cents for the benefit of striking members,

some delegates wanted to make it \$1.00. The logical thing to do, he said, was to increase the tax in a small amount to meet the steadily advancing requirements of the organization and its members.

Delegate Peyroux, Division 194, said that he did not recall any recommendation on the part of the officers in their reports that the tax be increased, and that he felt a recommendation to give the members something in return would have a better effect.

Delegate Tomkins, Division 113, spoke in favor of his amendment, pointing out that he believed the next five years would mark the crucial period in the organization and that it was necessary now to take the necessary steps to safeguard the old age, death and disability fund.

Delegate Bruce, Division 308, supported the amendment, and in doing so called attention to the fact that the larger Divisions received far greater returns from the Amalgamated Association in the way of benefits than they pay in, in per capita tax. Division 308, he said, had received from the International Union in the month of July for its members, \$4,750, whereas the amount paid in per capita tax was only \$3,200. He also pointed out that the New Orleans Local Division had eighty-eight deaths in the past two years, and that therefore they had surely received more from the Amalgamated Association than they had paid in per capita tax.

Delegate Nelson, Division 85, said he failed to note in the reports of the President or the Executive Board any reference to the necessity of increasing the per capita tax. He felt that if the per capita tax was raised even five cents per month, the benefit of the raise should be reflected in greater benefits to the old members.

Board Member McMorrow, in discussing the question, said, in part: "I have heard reference made by some of the previous speakers to the report of the President and the Executive Board. I am rather surprised at Brother Nelson making such a statement; I rather thought he was a student; I thought he read the official documents as they were given to him, and if he read the Executive Board's report, while it did not make a direct recommendation for an increase in per capita tax, he would see there that the demand upon his fund has increased, and the fund has decreased in proportion to the demands upon it. It shows in that report that the average amount paid out to the individual two years prior to the Atlanta Convention, as against the average paid out since the Atlanta Convention, and that that figure has increased almost eight per cent.

"I want also to call attention to another matter: Construction and destruction can't be included in the same category. It is too late, as it was said yesterday, to close the door when the horse has strayed away. The time to close the door, the time to protect the funds of the organization, is now. They say we should reduce the age limit from sixty-five to sixty. If that was done it would take a much greater increase than

five or ten cents. The membership of this organization should study this question and understand it. I would sooner have 50,000 men who are ready and willing at all times to defend and support the principles of their union, than 150,000 'wobblies'."

Continuing, Board Member McMorrow referred to the St. Joseph Convention, when the benefits were increased from \$100 to \$800, and when it was predicted by those opposed to the adoption of the measure that it would destroy the organization. One delegate in particular, he said, who had opposed the measure, within two years presented his claim for the full \$800 benefit.

Delegate Boudreaux, Division 194, stated that as the author of the motion to reconsider, he felt that he was hasty in voting upon the question on the previous day; that after careful thought he realized that his Division had received greater benefits from the Amalgamated Association than any Local Division connected with it, and that he sincerely hoped the original recommendation of the Law Committee for a ten-cent increase would be adopted by the Convention.

Delegate Meeker, Division 26, advocated the adoption of the resolution.

Delegate Peyroux, Division 194, rose to a point of order, asking whether the proceedings of the Convention were governed by Roberts' Rules of Order.

Vice-President Fitzgerald replied in the affirmative.

Delegate Peyroux then asked if, under those rules, it did not require a two-thirds vote of the delegates upon a motion to reconsider.

Vice-President Fitzgerald replied that only a majority vote was required on a motion to reconsider.

Delegate Quinlan, chairman of the committee, said he felt that too many members were stressing the importance of the fraternal features of labor organizations and losing sight of the original idea and purpose in their formation, namely, the trade union feature. He reminded the delegates that as long as the majority of the Divisions were new and their members had not reached twenty years in the service, the inroads on the death, disability and old age funds were not so great but that, with the approach of many members to the twenty-year limit and the death of many of the older members, the demands on this fund were growing so rapidly that the organization could not continue to meet its obligations unless it had some added revenue.

President Mahon discussed the matter and said, in part: "I listened to the remarks of Delegate Nelson when he said that nothing had been mentioned or no recommendation had been made by the International President or by the General Executive Board concerning the necessity of increasing the per capita tax. In my report I was brief, but it seems to me the General Executive Board, in their report, brought in the figures that show very clearly the actual situation that confronts the organization so

far as its death, disability and old age fund is concerned.

"We have said to our people from convention to convention that we were yet groping in the dark so far as the beneficial features of the organization were concerned. I readily agree with Delegate Quinlan that the Amalgamated Association is a trade union, and so far as my direction is concerned it shall always be maintained as such an organization in which our men are fighting and struggling for their wage conditions, but we saw in our early days the opportunity of attaching to this organization, the beneficial features that would cost nothing in their operation—purely a co-operative proposition. The local organizations must function and do their work as trade unions. Added to that we have the beneficial feature that carries no cost to the Local Divisions or to the International itself in its administration. The only cost is the printed matter in connection with it. Whatever it would cost eventually as the organization grew older, would be only the actual cost to the membership.

"No other insurance organization can do such a thing for you. I have discussed this subject with some of the most expert insurance people in the world, and they can't understand yet how we have met this situation at such a small cost. Well, one of the reasons is that we have no overhead cost at all. When we employed the expert to make the investigation for the Executive Board, if you read and examined that report, you saw what it showed there, that the cost would be running up, as I remember, to as high as \$5, \$6 and \$7 per month to support the benefits that the Amalgamated Association is maintaining at the present time on 45 cents per month. Remember that; there is no cost of any importance for operation, and whatever may develop it will still be the actual cost, but you can't have it unless you do pay the actual cost. As the old German proverb says, you can't eat your cake and have it. You can't come here and resolute, and by those resolutions establish a beneficial department and pay old age, death and disability benefits. That is ridiculous to think about. I have been in strikes where we had some of the most beautiful resolutions in the world, and yet we got our jackets tanned in the long run.

"I know you men are honest in trying to better your conditions, but your local membership will come into their meetings every time and vote to increase their wages and reduce the dues. And that is what you, as officers and directors of the locals, are confronted with; it is what I have been confronted with for thirty years, trying to direct the organization, but don't let us be foolish; don't be led astray by these notions. If we are to establish an organization that is to bring something to this occupation, that is to establish benefits for the men and women who follow this occupation, we have got to put money behind it. It is money that makes the mare go, when you get right down to it. I would sooner face the world with an organization of 10,000 men

with ten million dollars in their treasury than I would with an organization of ten million men and ten thousand dollars in their treasury.

"Some say they will be criticised in their Local Divisions. In the New Orleans Convention, when we were going to raise the per capita tax and dues to establish these benefits, the howl went up from the Convention, 'If you do this the membership will revolt,' but there was no revolt, only in that Convention. When it went to the membership and was explained, they accepted it, and every one of them is proud of it today, and thousands of our members, their families, their widows and orphans have received benefits in the last year, as we have shown in our reports, of over a million dollars.

"The trouble is, you don't argue sometimes when you are talking to your membership. I am not criticising any delegates, but too often you accept the views of the membership without opposing them, because some of you are afraid you won't be elected if you do. You haven't the courage of your convictions. I never in my life let anyone scare me about voting for me, and I will express my sentiments in this Convention, in the American Federation of Labor, or wherever I may be.

"Don't do it any more, men; don't play the hypocrite for political reasons, but let us face the world honestly, let us face the situation honestly. I helped to organize the New Orleans Division when the men were only getting 13¼ cents per hour; today they get 51 cents per hour, all through the struggles of the Amalgamated Association, and by no other force. Chicago, in the early days, was getting 16 and 17 cents upon some of the roads; today they are getting 73 cents. And still you can't meet an increase to improve and protect your conditions. My friends, if we can't do it, let us stop, let us discard it.

"Delegate Nelson said we did not reduce the age limit to sixty years. There isn't an insurance company that I can find, on railroads or anywhere else, that pays an old age benefit until the age of seventy years is reached, and in discussing that feature with the insurance experts they wanted to know how we could do it.

"Some have talked about the government paying a pension. I have no objection to that, I assure you, but I have always taken the view that the industry or the occupation that a man gives his life to ought to take care of him in his old age.

"Now, do as you please on this matter, but if you don't do something to establish this fund and protect it, then quit asking for anything from it, and don't try to increase the responsibility without increasing the fund."

Delegate McLaughlin, Division 589, favored the adoption of the ten-cent increase as originally recommended by the committee.

Delegate Spradling, Division 627, moved the previous question. The motion was seconded and carried by a vote of 132 to 82.

Delegate Nelson, Division 85, again raised

the point that the motion to reconsider the question was not carried by a two-thirds vote of the delegates present.

Vice-President Fitzgerald: "The Chair has ruled that it does not require a two-thirds vote to reconsider."

The amendment offered by Delegate Tomkins, providing for a five-cent increase in per capita tax, was defeated.

The motion to adopt the original report of the committee as presented at the Friday afternoon session, providing for an increase in the per capita tax to 75 cents, was adopted. (The distribution of the per capita tax to be the same as in the old Constitution, with the exception that fifty cents shall be used to create a fund for the payment of death, disability, and old age benefit claims.)

President Mahon in the Chair.

Delegate Peyroux, Division 194, made a short statement in which he said that he had never hesitated to express his views in his Division, regardless of consequences, and that the statement of President Mahon might lead the delegates to believe otherwise.

President Mahon said there was nothing personal in the statement which he had made in that respect in discussing the amendment to increase the per capita tax.

Delegate Norton, Division 282, stated that the Rochester delegates, after reconsidering the per capita tax matter, had voted for the increase of ten cents.

Report of Committee on Resolutions

Delegate Armstrong, secretary of the committee, reported as follows:

Resolution No. 38

Submitted by Portland, Ore., Delegates, Division 757.

Whereas, a resolution seeking the establishment of an old age pension fund by the Amalgamated Association of Street and Electric Railway Employees has been voted down for good and sufficient reasons; and

Whereas, We believe that the Association is highly in favor of an old age pension law; therefore, be it

Resolved, That the Association in convention assembled authorize the Executive Board to draw up an old age pension bill and submit same to the various Divisions of the Association, or Legislative Committee, for presentation to the various Legislatures of the country with the object in view of obtaining suitable and uniform old age pension laws throughout the United States and Canada.

The committee recommended that this resolution be referred to the incoming Executive Board, with instructions to take whatever action they may deem advisable.

Secretary Armstrong moved concurrence in the report of the committee. Motion seconded.

Secretary Shine, in discussing the matter, referred to the necessity of providing money to meet the requirements of the old members, and said that it was difficult to convince the rank and file of the necessity of increasing the per capita tax.

Vice-President Fitzgerald in the chair.

Delegate Bruce, Division 308, discussed the question briefly and said that if the Executive Board did not make an investigation into this matter from time to time, it would not be possible to gain any enlightenment on the subject.

Delegate Elford, Division 757, said that

his Division felt that, even though the proposition recently submitted to the membership for a pension fund had been defeated, the issue should be kept alive until some suitable plan could be arrived at.

Upon motion, debate was closed, and the report of the committee was adopted.

Secretary Armstrong continued the report as follows:

Resolution No. 51

Submitted by Delegate Jacob Yokers, Division 194.

Whereas, The spirit of labor and progressive condition of modern times requires that consideration should be extended to the future welfare and protection of our fellow members when they are unable to provide for themselves; and

Whereas, The street and electric railway companies of America and Canada are placed as a part of the public service of the various cities and towns of the aforesaid countries; and

Whereas, The police and fire departments of the Departments of Public Service of the said cities and towns have and maintain a disability and relief fund for the members of those departments who are protected in their old days from want; therefore, be it

Resolved, That the Amalgamated Association of Street and Electric Railway Employees of America, in convention in the City of Oakland, California, during the month of September, 1923, approve and advocate to the many Divisions of the Amalgamated Association of America that each organize and maintain a disability or relief fund similar to the police or fire departments in the various cities or towns in the United States and Canada, under such rules, regulations and restrictions as may be adopted by the various Local Divisions; and, be it further

Resolved, That a copy of these resolutions be mailed to each Division of this Association within thirty days after this Convention, by the Secretary.

"The committee feels that the subject matter dealt with in this resolution is a matter of local autonomy, to be arranged mutually between the local companies and the employees, and therefore recommends non-concurrence."

The recommendation of the committee was adopted.

President Mahon in the chair.

The Report was continued as follows:

Resolution No. 57

Submitted by Boston Delegation, Division 589.

Resolved, That the delegates to the Eighteenth Biennial Convention of the Amalgamated Association of Street and Electric Railway Employees of America, convened in Oakland, California, September 10, 1923, favor a soldiers' and sailors' bonus; and, be it further

Resolved, That a copy of this resolution be sent to the President and Congress of the United States of America.

"The committee recommends concurrence in this resolution."

On motion of Delegate Armstrong, seconded by Delegate Leahy, Division 726, the report of the committee was adopted.

President Mahon announced that the photographer who took the Convention picture had informed him that there was some dissatisfaction with the picture on account of its size, and that the photographer had arranged to take another picture at noon, with the understanding that the larger picture would cost \$1.50 and that those who had purchased the smaller ones at \$1.00 would be given credit for that amount on the new picture.

On motion of Delegate Lawrence, Division 282, the Convention decided to have another picture taken at the noon adjournment.

The Resolutions Committee, through its secretary, Delegate Armstrong, continued its report as follows:

Resolution No. 58

Submitted by Boston Delegation, Division 589.

Whereas, Most all city, state and government employes are given two weeks' vacation with pay each year; and

Whereas, The employes of street railways of the United States of America and the Dominion of Canada are required to work 365 days per year without any allowance for vacations; therefore, be it

Resolved, That this Association instruct its Local Divisions, when drawing up new agreements, to present with their demands a section for two weeks' vacation with pay each year.

"The committee feels that this is a matter of local autonomy and regulation between the employes and the local companies, and therefore recommends non-concurrence."

Delegate Armstrong moved the adoption of the committee's report. Motion seconded.

Delegate Tomkins, Division 113, stated that the street car men of Canada enjoyed a six-day law there and that the men were only required to work 313 days per year.

Delegate Lubber, Division 313, advocated the one day's rest in seven.

Delegate Murphy, Division 589, opposed the committee's report and favored the adoption of the resolution.

Delegate McLellan, Division 26, stated that the six-day week prevailed in Detroit, as well as one week's vacation with pay.

The report of the committee was defeated, on the vote being taken, and the motion to concur in Resolution No. 58 was adopted.

The committee reported jointly upon Resolutions Nos. 11 and 20 as follows:

Resolution No. 11

Submitted by Delegates Walter F. Norton, C. J. Simmons, J. A. Lawrence and E. M. Dwyer, of Division 282.

Whereas, Many Local Divisions of the A. A. of S. and E. R. E. of A. are not enjoying a one day's rest in seven; and

Whereas, It is possible to secure this improved condition through the medium of State legislation; therefore, be it

Resolved, That efforts be put forth by the various Divisions of this Association to secure State legislation granting to the Street and Electric Railway Employes of the various States and Canada the one-day rest in seven.

Resolution No. 20

Submitted by Delegates M. J. Murray, E. C. Fuller, G. C. Warrick and Perry Hackler, Division 587.

Whereas, The employes of street cars are engaged in public at long hours under constant nervous strain, seven days per week; and

Whereas, Such constant work is a menace to the health of the employes and exposes the public to danger when their vehicles of conveyance are manned by overworked employes; now, therefore, be it

Resolved by the Amalgamated Association of Street and Electric Railway Employes of America, in Convention assembled, That we endorse an Act providing for one day of rest in seven for such employes, and urge the passage of such an Act in every State and Province within the jurisdiction of this Association.

Secretary Armstrong: "The committee concurs in the principle of one day's rest in seven, and recommends that part of the President's report which reads: 'Let it be made a question of contract whenever new contracts are to be made, and where laws can be secured let that be done either through State or municipal legislative bodies.'"

On motion of Secretary Armstrong, seconded by Delegate Gee, Division 26, the report of the committee was adopted.

Resolution No. 15

Submitted by Delegate William J. Sutter, Division 568.

Resolved, That inasmuch as the recommendation

of the International President, in his report at the Atlanta (Ga.) Convention, recommending that the General Executive Board be fully authorized to outline proper laws to be submitted to the different Legislatures of the States where it is required covering the operation of one-man cars, and no effect has been had in the State of Pennsylvania, that the Delegate from this Division to the International Convention be requested to submit the following resolution:

Whereas, It is not safe for an operator of a one-man car to leave his car standing on a grade or on the level, and go ahead 300 feet or more to flag a railroad crossing or pull a D-rail and then return 300 feet or more to his car, and proceed to cross the said railroad crossing, which is a very dangerous practice; therefore, be it

Resolved, That the General Executive Board be instructed by this Convention to draft laws to be presented for enactment in the various Legislatures and Senates of the States requiring all electric railway companies operating one-man cars over grade crossings to place a flagman at each and every crossing which one-man cars operate over, so as the operator of a one-man car can cross over the said railroads with perfect safety; and be it further

Resolved, That the law when drafted would make it unlawful for an operator to leave his car standing, and leave his car at the approach to any railroad grade crossing.

"In this matter the committee reaffirms the action of the Convention on Resolution No. 21, fourth day's proceedings, wherein the Convention adopted the motion offered by Vice-President Fitzgerald that Resolution No. 21 be concurred in and that the General Executive Board be instructed to have the matter referred to the various Local Divisions and Legislative Committees, for them to secure laws in the various States and Provinces along the lines suggested in the resolution."

The report was continued as follows:

Resolution No. 55

Submitted by Seattle Delegation, Division 587.

Whereas, The newspapers and avenues of information of our country are for the most part controlled by agencies that are hostile to organized labor and to the efforts of the workers to secure their just share of the good things of life; and

Whereas, The effect of this control of information is to inflame the minds of non-organized groups against the workers when they are engaged in a struggle with employing interests to secure their rights, and also prevents the organized workers themselves from knowing the true facts of modern industry and its control by a few financial overlords; and

Whereas, The answer to this intolerable state of affairs is the establishment by labor of its own press, both in the field of daily and weekly newspapers; and

Whereas, Organized labor has already made a start in this direction through the establishment of the Federated Press, a co-operative news-gathering agency located in Chicago, Ill., and controlled by labor unions and labor editors, which carried the truth about the worker and his battles to more than 2,000,000 readers of affiliated publications per week; and

Whereas, This labor press service has been endorsed by the United Mine Workers of America, the International Association of Machinists, the Amalgamated Clothing Workers of America, the Illinois State Federation of Labor, and similar bodies of Pennsylvania, Missouri, Wisconsin and Minnesota, and many central bodies and local unions; therefore, be it

Resolved, That we, the Amalgamated Association of Street and Electric Railway Employes of America, place ourselves on record as endorsing the Federated Press, and instruct our executive officers to render all assistance, financial and otherwise, to the maintenance and extension of this very important enterprise.

"The committee endorses the principle of securing all the publicity possible, but feels that the Convention should not endorse any individual news agency; therefore the committee recommends non-concurrence in the resolution."

On motion of Delegate Armstrong, seconded by Delegate Elizabeth Corrigan, Division 308, the report of the committee was adopted.

Delegate Mooney, Division 518, at this time asked the unanimous consent of the Convention to introduce a resolution. Consent was granted, and he read the following:

Resolution No. 63

Submitted by Delegate John B. Mooney, Division 518.

Resolved, That President Mahon appoint a committee to visit Brother Tom Mooney Saturday afternoon and convey to him the greetings from the Convention of the Amalgamated Association, and that a telegram be sent to the newly elected governor of the State of California, urging him to give close consideration and careful study to the brief and appeal that Tom Mooney is now preparing and hopes soon to have ready to place before the Governor, with all the new exposures in connection with his case; and, be it further

Resolved, That the Convention send a telegram with greetings to Warren K. Billings in Folsom penitentiary, as it would take over a day to make the trip to that prison.

Delegate Murphy, Division 589, moved that the Chair appoint a committee of ten to carry out the intent of the resolution. The motion was seconded by Delegate Gee, Division 26.

President Mahon called attention to the fact that the election of officers had been fixed as a special order of business at 2 o'clock, and that those who would be appointed on the committee would be deprived of their right to vote.

Delegate Murphy stated that he was not aware of that provision when he made the motion, and that he did not desire to deprive anyone of the opportunity of voting.

Delegate Mooney suggested that delegates who wished to visit Brother Tom Mooney volunteer to visit the prison. The following delegates responded and were named as the committee to make the trip to San Quentin: John B. Mooney, Division 518; Albert J. Craig, Division 589; Edmond Dwyer, Division 282; Daniel J. O'Neil, Division 618; Arthur Donahue, Division 589; C. A. Shelton, Division 788; James H. Flanagan, Division 589; William J. Fahey, Division 589; A. O. Lubber, Division 313; Martin Coleman, Division 26, and John J. Donahue, Division 697. Delegate Dwyer later withdrew in favor of Delegate John H. Knoblock, Division 308, who expressed a desire to visit Brother Mooney.

The Report of the Resolutions Committee was continued as follows:

Resolution No. 40

Submitted by Delegate Joseph M. Keanan, Division 194.

Whereas, The delegates of Division 194 have been instructed by our membership to bring a matter to the attention of the delegates of this Convention that has been the cause of great concern to the membership of our Division, due to the employment of colored men in departments of the service other than motormen and conductors; and

Whereas, The delegates to this Convention from Division 194 having been so instructed, and with the further instructions to request certain grants; therefore, be it

Resolved, That the delegates in attendance at this Eighteenth Biennial Convention of our Association do hereby instruct the International President to issue separate charter in the City of New Orleans for the colored employees and those colored men who are members of Division No. 194.

"This question came before the Atlanta Convention two years ago and was referred

to the General Executive Board to investigate and adjust, in line with the policies of our Association. First International Vice-President Fitzgerald was sent in to adjust this matter, which he did, and at the time it was submitted to the membership of Division 194, according to the statements of the delegates representing this Division, the vote on the proposition offered by Vice-President Fitzgerald was unanimous. Therefore, in view of these facts, the committee recommends non-concurrence in the resolution."

Delegate Armstrong moved the adoption of the committee's report. Motion seconded.

Secretary Reeves: "On behalf of the New Orleans delegation, I wish to have it recorded that there was an error in the presentation of this resolution as it appears on page 3 of the fourth day's proceedings. It should have read, 'submitted by New Orleans petitioners,' instead of by the delegation."

The New Orleans situation was discussed at length by Delegates Peyroux, Division 194; Lubber, Division 313; Spradling, Division 627, chairman of the committee; Hackler, Division 587; Commons, Division 194, and Vice-President Fitzgerald.

Delegate Spradling defended the report of the committee, and called attention to the fact that the plan of settlement as proposed by Vice-President Fitzgerald was accepted by unanimous vote when it was presented to Division 194.

The New Orleans delegates spoke at some length on the local phases of the matter.

Vice-President Fitzgerald read to the Convention the agreement that was reached in settlement of the controversy and agreed to by unanimous vote of Division 194, and explained in detail every step leading up to the settlement.

The discussion was still in progress at the hour of adjournment, and upon motion it was decided to remain in session until the completion of Vice-President Fitzgerald's statement.

At 12:25 o'clock P. M. the Convention adjourned to 1:30 o'clock of the same day.

SIXTH DAY

AFTERNOON SESSION

The Convention was called to order at 1:30 o'clock, Vice-President Fitzgerald in the chair.

President Mahon: "When the Convention adjourned at noon the question of the committee's report upon the resolution from New Orleans, Resolution No. 40, was up. The New Orleans men had asked that this Convention direct the issuance of a separate charter for the colored men who are members of the New Orleans Local Division, and the committee has recommended non-concurrence in the resolution."

"I have had a talk with the New Orleans delegates, all of them with the exception of Delegate James Rodgers, who is quite ill and who has been taken to the hospital. I know something of this question of the colored man in the South, and I know something of the white question in the North,

and I know that all the sentiments that might be expressed in this Convention won't settle the question. Brother Fitzgerald worked hard upon this matter, but failed in reaching a settlement that was entirely satisfactory. There can be no harm done in making further efforts, and the New Orleans delegates have agreed to support the motion I am now going to offer as a substitute for the committee's report: that this entire subject matter be again referred to the International President and Executive Board and that they, prior to the time the agreement of the New Orleans men comes up in June, take up the subject with the New Orleans Division and the members affected, both colored and white, and attempt to work out a satisfactory understanding that will settle the question once and for all in New Orleans."

The motion was seconded by Delegates Commons, Division 194; Reddick, Division 713, and many others, and was carried by unanimous vote.

Delegate Curry, Division 518, announced that the San Francisco members had arranged for a sight-seeing trip around San Francisco on Sunday afternoon and that sixty automobiles would be in readiness at the ferry station at 1:30 o'clock.

Delegate Rooney, Division 22, stated that in going over to San Francisco recently he had conversed with one or two of the men employed on the United Railways of that city, and from their conversation he gathered that there had not been a serious effort made to organize these men.

President Mahon stated that Board Member Sinclair had spent some time in San Francisco in an attempt to organize these men; that through the opposition of the company and the antagonism of many of the men themselves, along with the indifference displayed by the members of Division 518, with a few exceptions, it was found impossible to do anything for these men in the way of organization.

Board Member Sinclair corroborated the statement of President Mahon and related fully the many difficulties and obstacles he had encountered in his work of trying to organize the men of the United Railways in San Francisco. He stated that President Curry, of Division 518, and Brother Henley of the same Division were practically the only members there who gave him any assistance whatever.

Delegate Curry, Division 518, made a short statement in which he said that Board Member Sinclair's statement was absolutely true, and that a sincere and honest effort had been made to organize the men referred to.

President Mahon called attention to the fact that the hour for the special order of business had been reached, and stated that the Committee on Resolutions had only a few more resolutions to report upon; that besides their report, the Committee on Communications, Condolences and Thanks had a short report. He asked the pleasure of the Convention as to hearing the remainder of the committee reports before proceeding to the election of officers.

On motion of Delegate Callahan, Division 241, seconded by Delegate Ulrich, Division 26, it was decided to allow the committee to complete their reports.

At this time President Mahon stated he had been advised that several interviews purporting to have come from him on street railway conditions and employment had appeared in the local press, and that he wanted it understood that he had not given an interview of any kind to any paper on any subject during his stay in Oakland.

The Resolutions Committee, through Secretary Armstrong, continued its report as follows, reporting jointly on Resolutions Nos. 60, 16, 19 and 24:

Resolutions Committee Report (Continued)
Secretary Armstrong of the Resolutions Committee continued the report as follows:

Resolution No. 10

Submitted by Delegates Walter F. Norton, C. J. Simmons, J. A. Lawrence and E. M. Dwyer, of Division 282.

Whereas, Many members of the A. A. of S. and E. R. E. of A. do not enjoy the eight-hour day or the six-day week; therefore, be it

Resolved, That this organization, in Convention assembled, do hereby declare unequivocally for the eight-hour day, and require the same to be incorporated in all future proposed contracts by our organization to the companies; and, be it further

Resolved, That an effort be put forth by all Local Divisions of this organization to bring about the enactment of State Legislation in the various States of the United States and the various Provinces of Canada granting the eight-hour day and six-day week to employes of all public utilities; and, be it further

Resolved, That wherever a condition exists whereby members receive ten hours' pay for less than ten hours' work, that same condition continue, if members of a Local Division so desire.

Resolution No. 16

Submitted by Delegate William J. Sutter, Division 568.

Resolved, That the Delegate from this Division to the International Convention be instructed to submit the following resolution:

Whereas, the operation of a one-man car puts double the amount of work on one man, and the continuous operation is very strenuous on an operator's health and nervous system; therefore, be it

Resolved, That Local Divisions be instructed, when drawing up contracts covering the operation of one-man cars, that every effort should be put forth in securing an eight-hour day on a one-man car, and the International Officers, when assisting Locals in securing new contracts, shall do everything within their power to secure the eight-hour day for this class of work.

Resolution No. 19

Submitted by Delegates M. J. Murray, E. C. Fuller, Perry Hackler and G. C. Warrick, Division 587.

Whereas, It is conducive to the health and happiness of workers that they have sufficient time for recreation and companionship with their families; and

Whereas, The employes of street railways are required to distribute their working day over a long period of time, when it is possible to confine the working day to a reasonable period of time; now, therefore, be it

Resolved by the Amalgamated Association of Street and Electric Railway Employes of America, in Convention assembled, That we endorse an Act providing that no person engaged in operating a public conveyance shall work more than eight hours in twenty-four (24), and providing further that the said eight hours shall be completed within a period of ten (10) hours, and urge the passage of such an Act in every State and Province within the jurisdiction of this Association.

Resolution No. 24

Submitted by Delegate B. F. Bowbeer, Division 192.

Whereas, Practically all shop, track and office help employed by street and electric railway companies of this State are working the eight-hour day, while the platform and trainmen, who have

the responsibility of handling the traveling public and operating trains and cars over the public highways, are working a ten-hour day; therefore, be it

Resolved, That this Convention instruct the International President to render all assistance possible to the Divisions in California in an effort to establish the eight-hour day for street and electric railway trainmen and platform men.

The committee reports that each of these resolutions pertains to the eight-hour day and the one day's rest in seven. The committee endorses the principle of the eight-hour day and recommends that whenever possible, it be incorporated in agreements, and that the matter of legislation be regulated by the local State conditions."

The report of the committee was adopted. Secretary Armstrong Continued the report as follows:

Resolution No. 5

Submitted by Delegate John B. Mooney, Division 518.

Whereas, Division 518 was the first unit in the Amalgamated Association to secure the eight-hour day in North America, and under municipal ownership this Division has always enjoyed one of the highest wage rates in the country, at the present time receiving sixty-two and one-half cents an hour for the eight-hour day, with time and one-half for overtime; and

Whereas, The people are not being held up for high fares, as under private capitalism all over this country the traction companies are charging as high as ten cents in some cities, while the people in San Francisco are enjoying the five-cent fare, with a free transfer, and the road is piling up a huge reserve fund over and above the depreciation, as brought out recently by the Labor Bureau, Incorporated, who have handled our wage controversy in excellent style, for which our division is most grateful; and

Whereas, Under municipal ownership any citizen has the same right to an equal break under the civil service rules, and not like the present traction companies that never have an opportunity to get rid of their masters if they don't treat fairly with the employees; therefore, be it

Resolved, That this Eighteenth International Convention of the Amalgamated Association of Street and Electric Railway Employees do hereby go on record for municipal ownership as against private capitalism that is compelling our membership all over this country to work long hours for small wages, and fleecing the public at the same time; and, be it further

Resolved, That when the workers are sufficiently intelligent to elect members of their own class to the various seats of government, they will enjoy even better conditions under municipal ownership than they are at the present time enjoying, and then, and not until then, will the people come into their own.

"The committee feels that this subject cannot be indulged in as drafted in the resolution, as this organization is not a political organization. We therefore recommend non-concurrence in the resolution."

The recommendation of the committee upon motion of Delegate Spradling, was adopted.

Secretary Armstrong: "The committee reports jointly upon Resolutions Nos. 47 and 48.

Resolution No. 47

Submitted by Delegate John B. Mooney, Division 518.

Whereas, The question of recognition of the present Russian government is of importance to labor, as shown by the amount of space and time devoted to Russia by the spokesmen of the American labor movement; and

Whereas, With very few exceptions, the line of division on this matter, as in the highest legislative chambers of the United States government, has been between those who are the avowed friends of labor, like Senators La Follette, Borah, Wheeler, Brookhart and others, while those who oppose the recognition of Russia are the very ones who endorse the policy of the injunction and other vicious attacks on organized labor; and

Whereas, It is impossible for the world to recuperate from its misery and suffering and return to peace and prosperity as long as Russia, with its 150 millions, occupying one-sixth of the inhabitable earth, is outlawed by the refusal of recognition; and

Whereas, Labor is vitally interested in a peaceful world, which is impossible as long as Russia is outlawed; and

Whereas, The present Russian government has existed for almost six years and everybody admits that there is no other that is likely to replace it in the near future; therefore, be it

Resolved, That the Eighteenth Convention of the Amalgamated Association of Street and Electric Railway Employees of America goes on record in favor of resumption of official trade relations with Russia and recognition of the present Russian government.

Resolution No. 48

Submitted by Delegate Newell D. Evans, Division 381.

Whereas, Labor organizations all over the country have seen fit to recognise the government of the people of Russia; and

Whereas, One hundred and sixty million people of Russia are ostracised by the rest of the world; and

Whereas, The world cannot have settled conditions as long as this exists; and

Whereas, There is no longer any question as to the stability of the Russian government, for it is here to stay; and the Russian people are deserving of recognition by the working men and women of the rest of the world; therefore, be it

Resolved, That we, the delegates to the Eighteenth Convention of the Amalgamated Association of Street and Electric Railway Employees of America, at Oakland, California, September 10, 1923, do hereby recognise the government of the people of Russia; and, be it further

Resolved, That our International officers be instructed to urge upon our representatives in Congress to pass measures for recognition of the Russian peoples' government.

"The committee feels that the sympathy of our organization is with the Russian people, but in view of the fact that our government has not yet recognized the present Russian government, and that the American Federation of Labor has opposed the present Communistic dictatorship in Russia, recommends non-concurrence."

The recommendation of the committee by motion of Delegate Collins, was adopted.

Secretary Armstrong: "Mr. Chairman, this completes the report of the Committee on Resolutions, which is respectfully submitted and signed:

Abe L. Spradling, Division 627, Cincinnati, Ohio, Chairman.

R. B. Armstrong, Division 788, St. Louis, Mo., Secretary.

G. H. Nelson, Division 694, San Antonio, Texas.

Hardy Owens Teat, Division 732, Atlanta, Ga.

Wm. Collins, Division 490, Yonkers, N. Y.

Chas. Brasher, Division 256, Sacramento, Calif.

Joseph Perrier, Division 790, Montreal, Que.

Orville E. White, Division 416, Peoria, Ill.

Neveill B. Evans, Division 318, Butte, Mont.

W. G. Wedell, Division 362, Albion, Mich.

Avery G. Dulaney, Division 874, Tulsa, Okla.

Delegate Callahan, Division 241, moved the adoption of the report of the Committee on Resolutions, as amended, as a whole. Motion was seconded by Delegate Dulaney and carried.

President Mahon: "There has come to the Chair an inquiry from several delegates as to whether I would entertain a motion to again refer back to the report of the Committee on Law. I don't want to provoke discussion in the matter, and I don't want to delay the Convention. These delegates did not want to make their motion if it would create any lengthy discussion or any objection.

"The Convention has endorsed an increase in per capita tax of ten cents per month per member. Some of the local organizations that would, under the law, have to make their dues \$1.25, feel that the minimum dues should be fixed at \$1.50. Very few feel that it should be more than that, but they want the law to provide that the dues shall be not less than \$1.50 per month. Without going into the technicalities of reconsideration, they wanted to know if they could make that motion and if it would be considered by the Convention, and I promised them to present it to you so that you would understand it, and not provoke a lot of discussion. Is there any objection upon the part of the Convention to a motion of that kind being made at this time? There seems to be none. I understand some of the New York State delegates desire to make the motion."

Reconsideration of Resolution No. 28

Delegate Lawrence, Division 282: "I rise to a question of personal privilege. In view of the fact that the report of the Committee on Law, on the question of dues, was acted upon prior to action being taken on the increase in per capita tax, I would move a reconsideration of the Law Committee's report, as recorded in the fifth day's proceedings, as follows:

Resolution No. 28

Submitted by Delegate John J. Bruce, Division 308.
Resolved, To amend Section 48, page 21, by striking out "\$1.00" in the third line and inserting "\$1.50."

The committee recommended that the resolution be amended by inserting in lieu of the figures "\$1.50" the figures "\$1.25," making the amended portion of Section 48 read: "Dues shall be not less than \$1.25 per month."

The recommendation of the committee was adopted, upon motion by Delegate Robbins.

Delegate Lawrence: "I move to amend by making the minimum dues not less than \$1.50 per month."

The motion was seconded and carried.

Vice President Fitzgerald in the chair.

Report of Committee on Communications, Condolences and Thanks

Chairman Bland, of the committee, presented the following report:

To the Officers and Delegates of the Eighteenth Convention of the Amalgamated Association of Street and Electric Railway Employees of America:

Your Committee on Communications, Condolence and Thanks respectfully submits the following report and recommendations. Communications were received from:

Edwin J. Brown, Mayor of Seattle, Wash., cordially inviting our Association to hold its 1925 Convention in that city. Supplementing the invitation of Mayor Brown were telegrams from the following representatives of Seattle organizations, urging the selection of the city of Seattle for the Nineteenth Convention: C. B. Fitzgerald, President; Bob Heaketh, Secretary, Seattle City Council; Frank Dowd, secretary of the Fraternal Order of Eagles; Jessie Anderson, secretary of the Women's Commercial Club of Seattle; the Mutual Business Club of Seattle; Frank Waterhouse, president of the Seattle Chamber of Commerce.

A communication from C. R. Darland, secretary-treasurer of Division No. 19, Colorado Springs, stating that the Division requested the selection of Colorado Springs for the Nineteenth Convention; from Ira Harris, Mayor of Colorado Springs, supporting the request of Division 19; from the Chamber of Commerce of Colorado Springs, inviting us to hold our next Convention in that city.

From Orlas Hebert and Joseph Therrien, delegates representing Division 790, Montreal, Canada, at this Convention, stating that their Local Division

had authorized them to seek the endorsement of the delegates for Montreal as the next Convention city.

Resolutions of Condolence

Joseph C. Colgan

Whereas, In the passing of time there comes to all a moment when our activities cease; when the love-glow of the eye fades and the spirit that actuates our emotions, our hopes, our aspirations, our achievements, vanishes; when we separate from loved ones, and from the pursuits to which we were devoted in life. In the nature of things this is inevitable to all of us.

And so it was with our much-beloved comrade and co-worker, Joseph C. Colgan, who devoted more than twenty years of an active life in the interest of this Association, first in helping build the Chicago movement, then as Third International Vice-President, later as First International Vice-President, and subsequently moving into the field of Association work as a member of the General Executive Board. To him no call to duty in behalf of this Association was unheeded; no situation too trifling or overtense to command his unremitting attention. "Joe" Colgan was a fighter for the right; he had courage and conviction and the indomitable will which, when pursuing proper channels, makes for the advancement of the human family. He was a hard and earnest worker for this Association, believed in its principles and lived them, and though handicapped with an affliction that bore heavily on him in his declining years, he never lost his zeal for the advancement of this organization.

On September 15, 1922, our faithful co-worker passed away as cheerfully as he had resigned himself to all events in life that had confronted him. He was buried amidst the tears of his family and of his old associates in this Association, in the glory of a life service well rendered, and with the full honor befitting a true Amalgamated member, and on our way to this Convention we paused at the tomb of our whole-souled old comrade to dedicate a monument to him and to pay respectful tribute to his memory.

Resolved, That the delegates to this Eighteenth Convention extend to the bereaved family and relatives of the late G. E. B. Member J. C. Colgan the expression of deep sympathy of the membership of the Amalgamated Association, and to Division No. 241 of Chicago our sincere regrets at the loss of one of its most energetic pioneer members.

Michael J. Cahill

Whereas, Since our last Convention—on Sunday, May 6, 1923—there passed from this life, in the prime of manhood, Brother Michael J. Cahill of Division No. 618, Providence, R. I., one of our most beloved members, who had actively and efficiently participated in many conventions of this Association; and

Whereas, Brother Cahill's earnest efforts in promoting the welfare of the Amalgamated Association, and of organized labor, were reflected in the sincere confidence reposed in him by his fellow associates when they selected him for service as President of Providence Division No. 618 for three terms, as Business Agent of the Local Division for three terms, as delegate to a number of conventions of this Association, and as one of the delegates representing the Amalgamated Association at the American Federation of Labor convention; and

Whereas, Our deceased brother gave full measure of service in the cause to which we are all devoted, acting prudently and cautiously as an officer, conserving the interests of his fellow members, and at all times sensible of his responsibilities; therefore, be it

Resolved, That the delegates to this Eighteenth Convention, representing the membership of the Amalgamated Association, pay humble tribute to the memory of Brother Michael J. Cahill, who loved his fellows and was loved in like, and who shared one of life's greatest blessings in earning and retaining their good will and confidence; that we express our deep sympathy to his widow, children and relatives, and that we convey to the members of Division No. 618 our condolence in the loss of an energetic and devoted officer.

John Stadler

Whereas, Since the close of the Seventeenth Convention, there has passed from this life Brother John Stadler, of Division No. 194, New Orleans, La., who served as President of that Division, was one of its most active and devoted members, and who participated with credit in many conventions of this Association; and

Whereas, The late Brother Stadler was a per-

sistent worker for the welfare of the membership of this organization, loyal to its principles and policies, true to the trade union movement, and always alert in the interest of justice and right; therefore, be it

Resolved, That the delegates to this Eighteenth Convention express deep sympathy in the death of Brother John Stadler, and that we convey this expression to the surviving members of his family and relatives of the deceased, and to the members of Division No. 194 of New Orleans.

"As a silent tribute of respect to the memory of these deceased brothers, it is the recommendation of your committee that the delegates to this Convention arise and remain standing for the period of one minute."

The recommendation of the committee was unanimously adopted, the entire assemblage rising and standing with bowed heads for the period of one minute.

Chairman Bland continued the report of the Committee as follows:

Resolution of Appreciation

Resolved, As a meed of appreciation of the life service of the man whose personality is inseparably interwoven in this Association; whose labors for the electric railway workers of the continent and their families have brought health, comfort and cheer to myriads of our people; whose efforts in behalf of the workers generally, emanating from the almost inexhaustible resources of a fertile mind, fundamentally sound and seasoned with the years, have resulted in untold benefits to the American labor movement; whose spirit has ever been with the toilers, and whose love of justice and mercy, exemplified in his invariable, unflinching decisions and magnanimous acts, have erected a monument to his worth transcending any encomiums that we might utter; whose sacrificing and preserving spirit has inspired the electric railway workers to forge forward out of a helpless condition of underpay, overwork, misery and desolation until today they hold a foremost place in the ranks of American workers, bringing joy and laughter to the homes and independence to the hearts of the car employees of the continent, breathing freedom into their souls and lifting the burden from their bodies; whose genius has instilled into this group of workers a spirit and sentiment of devotion to a cause, and to the welfare of each other, that has been the ideal of achievement of master minds throughout the ages; that in his "winter of life," to use his own oft-repeated expression in his pleadings for the old member, in the period when the struggles and cares of more than thirty years in our behalf are weighing heavily on him physically, we resolve to make his pathway lighter, to ease his burden, that he may be enabled to prolong the time in which he may be with us, giving us the benefit of his wise counsel and the unflinching courage that his personality animates us with; that we resolve to surround some of his future days at least with the sunshine and balmy breezes of this glorious State of California, remaining here at his will in the rest periods that must be his if he is to maintain the health that will assure him remaining with us.

And so, we repeat, as a meed of appreciation of the life service of International President Mahon to the electric railway workers of the continent, and to their families, and to enable him to make it possible to continue his activities with and for us, we hereby

Resolve, As an expression of the affection of our membership for their devoted President, that the General Executive Board be instructed and directed to at once appoint a committee from this Convention, whose duty it shall be to purchase and pay for, from the funds of this Association, a residence and plot of ground in the State of California, or a plot of ground in said State upon which a residence shall be erected, said property to be purchased in the name of William D. Mahon, to be the gift to him of the Amalgamated Association of Street and Electric Railway Employees of America, and to be his in sole ownership, for his recreation and enjoyment, and for his use as he wills and when he pleases; the location and selection of said property to be suitable to the wishes of International President Mahon and to be in full conformity with his judgment; and, we further

Resolve, That the sincere wishes of the delegates to this Eighteenth Convention, and of our member-

ship as a whole, go out to International President Mahon for a happiness uninterrupted and lasting in his new location.

Chairman Bland moved the adoption of this portion of the committee's report. The motion was seconded by a very large number of delegates.

Delegate Bland: "To my mind, at least, this is the most serious resolution that has come before this Convention. It is serious because it has to do with the question of how long President Mahon is going to be able to continue his activities with and for us. The answer to that question lies largely with the delegates to this Convention, and this resolution has been brought in as a concrete expression of the thoughtful minds within this organization throughout its jurisdiction."

"For many conventions we have been trying to find a way to preserve the International President for this organization. We have passed many resolutions instructing him to stay in the office and take it easy, but all this has been of no avail. There isn't anything sympathetic in this resolution; it is a cold business proposition with this organization. Any of you men who have been down the line with President Mahon for the past twenty or twenty-five years realize that the processes of nature are having their effect. He can no longer stand the strain that the work of this organization imposes upon him. I have been associated with him for many years, and I know something of his sick spells."

"And who can place a value on President Mahon's services to this organization? Not a man within the organization can do it. It cannot be measured in dollars and cents, and I want to tell you men that something must be done to give him the needed rest, so that he can retain his health and be with us as long as possible. I know President Mahon's disposition, his character and his temperament, and his absolute aversion to accepting anything of this kind, and I want to ask this delegation, as a business proposition and in justice to him, to insist upon his accepting this gift, whether he wills it or not. I ask you to give unanimous approval to this resolution."

Board Member McMorrow urged the delegates to acquiesce in the resolution, and corroborated what Treasurer Bland had said regarding the condition of the President's health.

Delegate Brown, Division 268: "I feel that we are all of the same mind on this proposition, and I move the previous question."

Seconded and carried.

Delegate Taber, Division 241, requested a rising vote.

The motion was carried and the resolution was adopted by a unanimous rising vote, the delegates applauding for some little time.

Chairman Bland continued the report of the committee as follows:

Resolution of Thanks

Whereas, a most cordial greeting and genuine hospitality has been extended the delegates and guests to this Eighteenth Convention during their stay in the beautiful city of Oakland; and

Whereas, the long-cherished wish of many of us to visit with our members of this Paradise of the West, coming as we do from far sections of the continent, has been fondly realized, exceeding, however, anything our imagination had stored for us by the plain, old-fashioned, warm-hearted courtesies that have been shown us on every hand by the good people of this thriving California center, imbuing us with a feeling of gratitude as inspiring as the beauty of this wonderful State and the friendliness of its inhabitants; therefore, be it

Resolved, That the delegates to this Eighteenth Convention express deep appreciation and thanks to all who contributed to make their visit most enjoyable, especially to the membership of Division No. 192, of Oakland, its officers and entertainment committee, the ladies' committee, the Mayor of Oakland, civic, county and State officials, the officers of the State and City Labor Councils, the officials of the San Francisco-Oakland Terminal Railways, Council No. 784 of the Knights of Columbus, the Dons of Peralta and to the officers and members of Division No. 518 and the Central Labor Council of San Francisco, the Mayor of San Francisco, to the press, and to all others who participated in our most congenial reception, providing generously for our entertainment and welfare, assuring them that their kindly treatment will always be remembered, and that we shall return to our homes in the various parts of the continent with fond recollections and a warm-hearted word for the spirit of the people of this section, whose enterprise and progressiveness are not only reflected in their remarkable civic attainments, but in the truly hospitable manner in which they receive and care for the stranger in their midst; and, be it further

Resolved, That we extend thanks to the officers and members of Division No. 19 and the street railway company officials at Colorado Springs, and to the officers and members of Division No. 382, the street railway company officials, the city and State officials and officers of the Mormon Tabernacle at Salt Lake City for the kind courtesies shown the delegates and guests during their stop-over in those cities.

Faternally submitted,
 L. D. BLAND,
 Division 241, Chicago, Ill.
 D. C. O'NEILL,
 Division 98, Akron, Ohio.
 JAMES H. REVERE,
 Division 215, Wheaton, Ill.
 J. P. COUGHLIN,
 Division 448, Springfield, Mass.
 MAURICE W. POOLE,
 Division 689, Washington, D. C.
 R. W. ROLAND,
 Division 704, Little Rock, Ark.
 S. R. BOOTH,
 Division 765, Montgomery, Ala.
 ROY SHAEFFER,
 Division 847, St. Joseph, Mo.
 LAMAR JONES,
 Division 898, Macon, Ga.
 FRED J. ALLEN,
 Division 947, Morristown, N. J.
 THOS. GRAM,
 Division 934, Harrisburg, Ill.

The report of the committee, as a whole, was adopted, on motion of Delegate Bruce, Division 308, by unanimous rising vote.

Delegate Curry, Division 518, requested that that portion of the committee's report expressing appreciation of the treatment accorded by the several officials and agencies in Oakland, San Francisco and vicinity be given to the press.

Upon motion of Delegate Swaab, Division 268, a rising vote of thanks was extended to all the Convention committees.

The Chair announced that all the committees had completed their work.

Delegate Bruce, Division 308, moved that the convention proceed to the election of officers. Seconded and carried.

Election of Officers

The Chair declared in order nominations for the office of International President.

Delegate Taber, Division 241, nominated the present incumbent, William D. Mahon, of Detroit, Michigan. Seconded by Delegate Toale, Division

241. There were no other nominations, and the Secretary was instructed to cast the unanimous vote of the Convention for William D. Mahon for the ensuing two years. The Secretary complied with the instructions, and President Mahon was declared duly elected.

President Mahon, in a brief address, thanked the delegates for their expression of renewed confidence, and in pledging a continuance of his best efforts in behalf of the organization, at the same time warned the delegates that the condition of his health would not permit of his devoting as much time to the work of the organization as heretofore, and that he would have to depend to a very large extent upon his fellow officers to assist him.

President Mahon in the chair.

President Mahon named as tellers for the election, Delegate Otis, Division 26, and Delegate J. P. Coughlin, Division 448, and as clerk of the election, Delegate J. B. Mout, Division 134.

The Chair declared in order nomination and election of First Int. Vice-President.

General Executive Board Member Edw. McMorro, of Division No. 241, Chicago, Ill., placed in nomination for First Int. Vice-President, Wm. B. Fitzgerald, of Division No. 132, Troy, N. Y.

No other nominations were made and the Secretary, under instructions from the Chair, cast the unanimous vote of the Convention for Wm. B. Fitzgerald, for First Vice-President, and he was thus duly elected for the ensuing term.

Vice-President Fitzgerald, in response to his election, stated that he realized the responsibility resting upon him as first assistant to the International President, and that it would be his purpose to render to President Mahon every possible aid during the coming two years.

The Chair declared in order nomination and election of Second Int. Vice-President.

Delegate E. A. Raleigh, Division No. 448, placed in nomination for second Vice-Pres., P. J. O'Brien of Division 448, Springfield, Mass.

There being no further nominations the Secretary cast the vote of the Convention for P. J. O'Brien, and he was duly elected Second Int. Vice-President.

The Chair declared in order the nomination and election of third Int. Vice-President.

Delegate John J. Bruce, Division No. 308, placed in nomination for Third Int. Vice-President, Wm. S. McClenathan, of Division No. 308, Chicago, Ill.

There being no further nominations the Secretary cast the vote of the Convention and Wm. S. McClenathan was duly elected third Int. Vice-President.

The Chair declared in order nomination and election of Fourth Int. Vice-President.

General Executive Board Member Edw. McMorro, Division 241, placed in nomination for fourth Int. Vice-President Wm. P. Jennings, Division No. 279, Ottawa, Ont.

There being no further nominations the vote of the convention was cast by the Secretary for Wm. P. Jennings, for fourth Int. Vice-President and he was duly elected.

The Chair declared in order nomination and election of Fifth Int. Vice-President.

G. E. B. Member Wm. B. Fitzgerald placed in nomination for Fifth Int. Vice-Pres. Fred A. Hoover, of Division No. 101, Vancouver, B. C.

There being no further nominations the Secretary cast the vote of the Convention for Fred A. Hoover, for Fifth Int. Vice-President, and he was duly elected.

The Chair declared in order nomination and election of Sixth Int. Vice-President.

Delegate D. J. Curry, Division No. 518, San Francisco, Calif., placed in nomination for sixth Vice-President, Geo. A. Dean, Division No. 276, Stockton, Calif.

No further nominations being made the Secretary cast the vote of the Convention for Geo. A. Dean, for Sixth Vice-President, and he was duly elected.

The Chair declared in order the nomination and election of Seventh Int. Vice-President.

Delegate M. J. O'Connor, of Division No. 85, placed in nomination for Seventh Int. Vice-President, P. J. McGrath, of Division No. 85, Pittsburgh, Pa.

There being no further nominations, the Secretary cast the vote of the convention for P. J. McGrath, and he was thereby duly elected.

The Chair declared in order nomination and election of Eighth Int. Vice-President.

Delegate Peter J. Murphy of Division No. 589, placed in nomination for Eighth Vice-President, Thos. F. Shine, of Division No. 589, Boston, Mass.

There being no further nominations, Secretary Mout, cast the vote of the Convention for Thos.

F. Shine for Eighth Int. Vice-President and he was duly elected.

The Chair declared in order nomination and election of Ninth Int. Vice-President.

Delegate Abe L. Spradling, Division 627, placed in nomination for Ninth Int. Vice-President, Albert E. Jones, of Division 627, Cincinnati, Ohio.

There being no further nominations Secretary Mout cast the vote of the Convention for Albert E. Jones for Ninth Int. Vice-President, and he was declared duly elected.

The Chair declared in order the nomination and election of Tenth Int. Vice-President.

Delegate Wm. Collins, Division 490, Yonkers, N. Y., placed in nomination for Tenth Int. Vice-President, James P. Largay of Division No. 582, Utica, N. Y.

There being no further nominations, the Secretary cast the vote of the Convention and James P. Largay was declared duly elected tenth Int. Vice-President.

The Chair declared in order the nomination and election of Eleventh Int. Vice-President.

Delegate John J. Bruce, Division No. 308, placed in nomination for Eleventh Int. Vice-President, James B. Wiley, Division No. 441, Des Moines, Ia.

The nomination was seconded by Delegate J. W. Dennis, Division No. 441.

There being no further nominations, the Secretary cast the vote of the Convention for James B. Wiley and he was declared duly elected Eleventh Int. Vice-President.

The Chair declared in order the nomination and election of Twelfth Int. Vice-President.

Delegate David Finlay, Division No. 85, Pittsburgh, Pa., placed in nomination for Twelfth Int. Vice-President, M. J. Murray, of Division No. 587, Seattle, Washington.

There being no further nomination, the nominations closed and Secretary Mout cast the vote of the convention for M. J. Murray for Twelfth Int. Vice-President and he was declared duly elected.

The Chair declared in order the nomination and election of Thirteenth Int. Vice-President.

Delegate A. H. Stein of Division No. 757, placed in nomination for 13th Int. Vice-President C. U. Taylor, Division No. 757, Portland, Ore.

There being no further nominations, Secretary Mout cast the vote of the convention for C. U. Taylor for Thirteenth Int. Vice-President, and he was declared duly elected.

The Chair declared in order the nomination and election of Fourteenth Int. Vice-President.

Delegate Walter F. Norton, Division No. 282, Rochester, N. Y., placed in nomination John M. Parker, of Division No. 623, Buffalo, N. Y., for Fourteenth Int. Vice-President.

There being no further nominations, the nominations were closed and Secretary Mout cast the vote of the Convention for John M. Parker for Fourteenth Int. Vice-President, who was declared duly elected.

The Chair declared in order the nomination and election of an International Treasurer.

G. E. B. Member P. J. Shea, placed in nomination for International Treasurer L. D. Bland, of Division No. 241, Chicago, Ill.

There being no further nominations L. D. Bland was declared duly elected International Treasurer.

The Chair declared in order the nomination and election of First Executive Board Member.

Delegate P. J. McGrath of Division No. 85, nominated R. L. Reeves of Division No. 85, Pittsburgh, Pa., for first G. E. B. Member. The nomination was seconded by Delegate Garrett Burns of Division No. 26, Detroit, Mich.

There being no further nominations Secretary Mout cast the vote of the Convention for R. L. Reeves for First G. E. B. Member, and he was declared duly elected.

The Chair declared in order the nomination and election of Second G. E. B. Member.

Int. Treasurer L. D. Bland, Division 241, placed in nomination for Second G. E. B. Member, Edw. McMorro, Division No. 241, Chicago, Ill.

There being no further nominations, nominations were closed and Secretary Mout cast the vote of the Convention for Edw. McMorro for Second G. E. B. Member, and he was declared elected.

The Chair declared in order the nomination and election of Third G. E. B. Member.

Convention Secretary R. L. Reeves, Division 85, Pittsburgh, Pa., placed in nomination for Third G. E. B. Member Magnus Sinclair, of Division No. 113, Toronto, Ont.

There being no further nominations, nominations closed and Secretary Mout cast the vote of the

Convention for Magnus Sinclair for Third G. E. B. Member, and he was declared duly elected.

The Chair declared in order nomination and election of Fourth G. E. B. Member.

Delegate Jos J. Kehoe of Division 241, Chicago, Ill., placed in nomination for Fourth G. E. B. Member, P. J. Shea, of Division 168, Scranton, Pa.

There being no further nominations, the nominations were closed, and Secretary Mout cast the vote of the Convention for P. J. Shea for Fourth G. E. B. Member, and he was declared duly elected.

The Chair declared in order nomination and election of Fifth G. E. B. Member.

Delegate Peter J. Rooney, Division 22, placed in nomination for Fifth G. E. B. Member John H. Reardon of Division 22, Worcester, Mass.

Delegate E. E. Brown, of Division 268, placed in nomination for Fifth G. E. B. Member Fred Schultz, of Division 268, Cleveland, Ohio.

Fred Schultz declined the nomination.

There being no further nominations, the nominations closed and Secretary Mout cast the vote of the Convention for John H. Reardon for Fifth G. E. B. Member and he was declared duly elected.

The Chair declared in order nomination and election of Sixth G. E. B. Member.

Delegate Ben F. Bowbeer, Division No. 192, Oakland, Calif. placed in nomination for Sixth G. E. B. Member, Allen H. Burt, of Division 382, Salt Lake City, Utah.

There being no further nominations, nominations closed and Secretary Mout cast the vote of the Convention for Allen H. Burt for Sixth G. E. B. Member, and he was declared duly elected.

The Chair declared in order the nomination and election of Seventh G. E. B. Member.

Delegate Garrett Burns, Division 26, Detroit, Mich., placed in nomination for Seventh G. E. B. Member Wm. F. Welch, of Division 103, Wheeling, W. Va.

There being no further nominations, the nominations closed and Secretary Mout cast the vote of the Convention for Wm. F. Welch, for Seventh G. E. B. Member, and he was declared duly elected.

The Chair declared in order the nomination and election of Eighth G. E. B. Member.

Delegate Jos M. Keanen, Division 194, New Orleans, La., placed in nomination for Eighth G. E. B. Member James B. Lawson, of Division 558, Shreveport, La. The nomination of James B. Lawson was seconded by Delegate James Permenter, Division 558.

There being no further nominations, the nominations closed and Secretary Mout cast the vote of the Convention for James B. Lawson for Eighth G. E. B. Member and he was declared duly elected.

The Chair declared in order the nomination and election of Ninth G. E. B. Member.

Delegate Wm. Quinlan, Division 241, placed in nomination for Ninth G. E. B. Member, Alex J. McGuire, Division 241, Chicago, Ill.

There being no further nominations, the nominations were closed and Secretary Mout cast the vote of the Convention for Alex J. McGuire, for Ninth G. E. B. Member. Alex J. McGuire was declared duly elected Ninth G. E. B. Member.

Delegate Arndt, Division No. 268, stated that he wished to offer an apology for the presentation of the name of Fred Schultz for the office of G. E. B. Member against J. H. Reardon. He stated that it was not the intention of the delegation that Brother Schultz should be a candidate against Brother Reardon.

President Mahon called attention to the fact that by reason of the previous action of the Convention, it would be necessary to elect four Delegates and four Alternates for the 1924 Convention of the American Federation of Labor and declared in order the nomination and election of First A. F. of L. Delegate to the 1924 A. F. of L. Convention.

Delegate Julius Luchsinger, Division No. 627, placed in nomination for First A. F. of L. Delegate to the 1924 A. F. of L. Convention, Abe L. Spradling of Division No. 627, Cincinnati, Ohio.

There being no further nominations the nominations closed, and Secretary Mout cast the vote of the Convention for Abe L. Spradling, for First A. F. of L. Delegate.

The Chair declared in order the nomination and election of Second A. F. of L. Delegate.

Delegate Matthew J. McLaughlin, of Division 589, placed in nomination for Second A. F. of L. Delegate, Chas. H. Clark, of Division No. 589, Boston, Mass.

There being no further nominations, Secretary Mout cast the vote of the Convention for Charles H. Clark for Second A. F. of L. Delegate, and he was declared duly elected.

The Chair declared in order the nomination and election of Third A. F. of L. Delegate.

Delegate T. McCarthy, of Division 192, placed in nomination for Third A. F. of L. Delegate, Ben. F. Bowbeer, of Division 192, Oakland, Calif.

Delegate P. J. O'Brien, of Division 448, placed in nomination for Third A. F. of L. Delegate, Edw. A. Raleigh, of Division 448, Springfield, Mass. The nomination of Edw. A. Raleigh was seconded by G. E. B. Member P. J. Sheehan.

There being no further nominations, the nominations closed and the Convention proceeded to ballot for the election of Third A. F. of L. Delegate.

The result of the ballot for Third A. F. of L. Delegate showed 76 votes for Ben. F. Bowbeer and 153 votes for Edward A. Raleigh. Edw. A. Raleigh having received a majority of all votes cast, was declared duly elected Third A. F. of L. Delegate.

Candidate Ben F. Bowbeer in a few well chosen words, thanked the Convention for the vote he had received for Third A. F. of L. Delegate.

The Chair declared in order the nomination and election of Fourth A. F. of L. Delegate.

Delegate Garrett F. Burns of Division 26, placed in nomination for Fourth A. F. of L. Delegate, Clarence Nugent, of Division No. 26, Detroit, Mich.

There being no further nominations, the nominations were closed and Secretary Mout cast the vote of the Election Board cast the vote of the Convention for Clarence Nugent, for Fourth A. F. of L. Delegate. Clarence Nugent was declared duly elected.

The Chair declared in order nominations for First A. F. of L. Alternate Delegate.

Delegate Owen Lynch of Division No. 580, Syracuse, N. Y., placed in nomination for First Alternate A. F. of L. Delegate Walter F. Norton, 282, Rochester, N. Y.

There being no further nominations, nominations closed, and Secretary Mout cast the vote of the Convention for Walter F. Norton as First Alternate A. F. of L. Delegate.

The Chair declared in order the nomination and election of Second Alternate A. F. of L. Delegate.

Delegate B. J. Moran, Division 788, placed in nomination for Second Alternate A. F. of L. Delegate, Robert B. Armstrong, of Division 788, St. Louis, Mo.

There being no further nominations, the nominations closed and Secretary Mout cast the vote of the convention for Second Alternate A. F. of L. Delegate, and he was declared duly elected.

The Chair declared in order the nomination and election of Third Alternate A. F. of L. Delegate.

Delegate Myles P. Callahan, Division 241, Chicago, Ill., placed in nomination for Third Alternate A. F. of L. Delegate, John J. Bruce, Division 308, Chicago, Illinois.

There being no further nominations, the nominations were closed and Secretary Mout cast the vote of the convention for John J. Bruce, for Third Alternate A. F. of L. Delegate, and he was declared duly elected.

The Chair declared in order the nomination and election of Fourth Alternate A. F. of L. Delegate.

Vice-President Wm. B. Fitzgerald nominated for Fourth Alternate A. F. of L. Delegate John Cookman, of Division 689, Washington, D. C.

There being no further nominations, nominations were closed and Secretary Mout cast the vote of the Convention for John H. Cookman, for Fourth Alternate A. F. of L. Delegate, and he was declared duly elected.

The Chair declared in order the nomination and election of Convention City for the year 1925.

Delegate M. J. Murray of Division 587, Seattle, Washington, placed in nomination for 1925 Convention City the City of Seattle Washington. The nomination was ably seconded by Delegate Perry Hackler, of Division 587.

Delegate D. L. Shireman, of Division No. 19, Colorado Springs, placed in nomination for Convention City, the city of Colorado Springs.

Delegate Osias Hebert of Division 790, placed in nomination the City of Montreal, Que. The nomination was seconded by Delegate Thos. F. Shine of Division 589, Boston, Mass.

There being no further nominations the Chair declared in order the election of Convention City for 1925, and a ballot of the Convention was taken, with the following results: Seattle, 49; Colorado Springs, 5; Montreal, 167. There were cast five scattering ballots, principally for Pittsburgh, Pa.

The City of Montreal having received a majority of all votes cast was declared elected as the city in which to hold the 1925 Convention.

Delegate Hebert, Division 790, thanked the delegates for their decision to meet in

Montreal two years hence and assured them that their action would be deeply appreciated by the membership in that city.

Delegate Murray of Division No. 587 stated that if the delegates who were returning home by way of Seattle would get in touch with the Seattle Local's Headquarters at 5117 Arcade Building, the Seattle members would be glad to show the visitors around.

Delegate Moorehead made an announcement of the arrangement for the Convention Ball in the Auditorium to be held Saturday evening and for the Banquet to take place in the Hotel Oakland, Sunday evening. He stated that the banquet would be the crowning event of the entertainment program and urged all delegates and visitors to be present.

Board Member McMorro moved that the Sergeants-at-Arms and Assistant Secretary be compensated for their services in the amount of \$200 each. The motion was seconded and carried.

President Mahon announced that the Executive Board would meet at 9 o'clock Sunday morning.

At this time Int. President W. D. Mahon installed the officers elected by the Convention, by administering to them their official obligation and obtaining from them their pledge of acceptance to the offices to which they were elected.

Adjournment of the 18th Convention

In his closing remarks, President Mahon said, in part: "I feel that we have had a splendid convention. Possibly we have hastened the work somewhat, but I came here with a promise that this convention would end in a week, and it did. The cost of coming to this city was heavy, and with five days of sight-seeing coming out and the same number of days returning, I feel that the delegates have had enough. On account of the heavy cost, I promised to hasten the Convention. I explained that to the Oakland committee when we came here, and they agreed with me. As I said in my report, we will go away with the kindest remembrances of our comrades here in Oakland and of their splendid treatment of us. I want to thank each and every one of that committee. Brother Moorehead has done splendid work and has been a live chairman if we ever had one in a Convention. He and his committee are entitled to great credit for the magnificent way in which they handled affairs.

"There has been nothing to mar this Convention at all. We leave here and go back into our different fields again, resume our work and take up our duties in our local organizations and in our employment. There is much before us to be done to keep the movement going and to promote its interests. Let us go back with a determination to build our organization stronger and to unite our membership more firmly in the future than we have in the past. There are many serious problems that confront labor, that confront your organization, but I know if you have the courage you will meet them.



The Motorman and Conductor



Official Journal of the Amalgamated Association of
Street and Electric Railway Employees of America
PUBLISHED BY THE ASSOCIATION
Monthly, at 260 E. High St., Detroit, Mich.

W. D. MAHON, President

EXECUTIVE COUNCIL

W. D. MAHON	International President
WM. B. FITZGERALD	First Vice-President
P. J. O'BRIEN	Second Vice-President
W. S. MCCLENATHAN	Third Vice-President
WM. P. JENNINGS	Fourth Vice-President
FRED A. HOOVER	Fifth Vice-President
GEORGE A. DEAN	Sixth Vice-President
P. J. MCGRATH	Seventh Vice-President
THOMAS F. SHINE	Eighth Vice-President
ALBERT E. JONES	Ninth Vice-President
JAMES LARGAY	Tenth Vice-President
J. B. WILEY	Eleventh Vice-President
M. J. MURRAY	Twelfth Vice-President
C. U. TAYLOR	Thirteenth Vice-President
JOHN M. PARKER	Fourteenth Vice-President
L. D. BLAND	International Treasurer

GENERAL EXECUTIVE BOARD

EDWARD MCMORROW	A. H. BURT
MAGNUS SINCLAIR	WILLIAM F. WELCH
P. J. SHEA	J. B. LAWSON
JOHN H. REARDON	ALEX. J. MCGUIRE
R. L. REEVES	Secretary

Correspondents will please address all communications for publication to R. L. REEVES, Editor.
Subscriptions payable to W. D. Mahon, President.

SUBSCRIPTION

Per Annum, \$7.50 Single Copy, 10 cents.

ASSOCIATION

Articles of Constitution

Section 1. The objects of this Association shall be to organize Division Associations.

Sec. 2. To place our occupation upon a high plane of intelligence, efficiency and skill; to encourage the formation in Division associations of Sick Benefit Funds; to establish schools of instruction and examination for imparting a practical knowledge of modern and improved methods and systems of transportation and trade matters generally; to encourage the settlement of all disputes between employer and employees by arbitration; to secure employment and adequate pay for our work; to reduce the hours of daily labor and by all legal and proper means to elevate our moral, intellectual and social condition.

Unsigned communications cannot be published. Names of correspondents will not appear with their products unless by special permission of the correspondent. Matter for publication should be in not later than the 2nd of the month, and should be written on one side of the paper.



The 18th Convention of the Amalgamated Association, held in Oakland, Calif., Sept. 10-15, 1923, closed as one of the most harmonious Conventions in the history of the Association. In attendance it exceeded any possible expectation, when considering the remoteness of the convention city.

Delegates left Oakland with the keenest appreciation of the reception given, and attention paid the delegates by Division No. 192. The Oakland Local had as Chairman of its Convention Committee, Brother Wm. J. Moorehead, and as Int. President W. D. Mahon said in his concluding remarks to the Convention: "Brother Moorehead did splendid work and was a live Chairman if we ever had one in a Convention. He and his committee are entitled to great credit for the magnificent way in which they handled affairs." Thus, Division No. 192, through its convenience in the selection of a Convention Committee brought to the Local the everlasting gratitude of the 800 delegates and visitors in attendance at the 18th Convention. Included in the excellent work of the Oakland Local may be remarked the service rendered to the visiting ladies in attendance at the Convention by the Oakland Local's Ladies' Convention Committee, comprised of Mrs. F. B. Peru, Miss Myrtle Peru, Mrs. Wm. J. Moorehead, Miss Muriel Moorehead, Mrs. Geo. W. Humphrey and Mrs. C. V. Green. Mrs. Peru was Chairman of this Committee and characterized herself as a very efficient Chairman and director of entertainment.

Staff of Officers Elected by the 18th Convention

International President, Wm. D. Mahon, Detroit, Mich.

First Int. Vice-President, Wm. B. Fitzgerald, Division No. 132, Troy, N. Y.

Second Int. Vice-President, P. J. O'Brien, Division No. 448, Springfield, Mass.

Third Int. Vice-President, Wm. S. McClenathan, Division No. 308, Chicago, Ill.

Fourth Int. Vice-President, Wm. P. Jennings, Division No. 279, Ottawa, Ont.

Fifth Int. Vice-President, Fred A. Hoover, Division No. 101, Vancouver, B. C.

Sixth Int. Vice-President, Geo. A. Dean, Division No. 276, Stockton, Calif.

Seventh Int. Vice-President, P. J. McGrath, Division No. 85, Pittsburgh, Pa.

Eighth Int. Vice-President, Thos. F. Shine, Division No. 589, Boston, Mass.

Ninth Int. Vice-President, Albert E. Jones, Division No. 627, Cincinnati, Ohio.

Tenth Int. Vice-President, James Largay, Division No. 582, Utica, N. Y.

Eleventh Int. Vice-President, James B. Wiley, Division No. 441, Des Moines, Iowa.

Twelfth Int. Vice-President, M. J. Murray, Division No. 587, Seattle, Wash.

Thirteenth Int. Vice-President, C. U. Taylor, Division No. 757, Portland, Ore.

Fourteenth Int. Vice-President, John M. Parker, Division No. 623, Buffalo, N. Y.

International Treasurer, L. D. Bland, Division No. 241, Chicago, Ill.

General Executive Board Members

R. L. Reeves, Division No. 85, Pittsburgh, Pa.
Edward McMorrow, Division No. 241, Chicago, Ill.
Magnus Sinclair, Division No. 113, Toronto, Ont.
P. J. Shea, Division No. 168, Scranton, Pa.
J. H. Reardon, Division No. 22, Worcester, Mass.
A. H. Burt, Division No. 382, Salt Lake City, Utah.
Wm. F. Welch, Division No. 103, Wheeling, W. Va.
J. B. Lawson, Division No. 558, Shreveport, La.
Alex. J. McGuire, Division No. 241, Chicago, Ill.

"And so, my friends, in bringing this Convention to a close I again want to thank the delegates; I want to thank all for the liberal manner in which they have treated each other. We may have had heated discussions at times, but I know that these differences have passed away and that that brotherly feeling that should exist is still present among us. I know we will leave here with the best of feeling, and I want to thank you for the spirit that has been demonstrated upon the part of this delegation, and to ask you to maintain that same spirit when you return home. Keep the banner of the Amalgamated floating, that we may arrive in Montreal two years hence with double the number of delegates. I believe the action taken here will bring double the number, and with the banner flying as it has flown for the past thirty-one years in these United States and Canada.

"Gentlemen, I thank you, and I now declare this Eighteenth Biennial Convention adjourned sine die."

The Convention adjourned at 5:40 o'clock P. M., Saturday, September 15, 1923.

W. D. MAHON, Chairman
P. J. WARD, Asst. Secy.
R. L. REEVES, Secretary.

Alphabetical List of the 273 Official Attendants at the Eighteenth Convention, held at Oakland, Calif. September 10-15, 1923

- Adams, H. T., Div. No. 788, St. Louis, Mo.
Albers, Harry, Div. No. 268, Cleveland, O.
Allen, Fred, Div. No. 947, Morristown, N. J.
Anderson, M. (Mrs.), Div. No. 308, Chicago, Ill.
Anderson, R. E., Div. No. 192, Oakland, Calif.
Armstrong, R. B., Div. No. 788, St. Louis, Mo.
Arndt, W. J., Div. No. 268, Cleveland, Ohio.

Barber, James, Div. No. 241, Chicago, Ill.
Becker, Adam J., Div. No. 241, Chicago, Ill.
Bernhardt, R. P., Div. 725, Birmingham, Ala.
Black, Archie D., Div. No. 26, Detroit, Mich.
Black, Harry, Div. No. 627, Cincinnati, Ohio.
Bland, L. D., Int. Treas., Div. No. 241, Chicago, Ill.
Booth, S. R., Div. No. 765, Montgomery, Ala.
Booher, B. F., Div. No. 192, Oakland, Calif.
Boudreaux, Joseph, Div. No. 194, New Orleans, La.
Brasher, Chas., Div. No. 256, Sacramento, Calif.
Brereton, Geo. E., Div. No. 228, Joliet, Ill.
Broderick, John J., Div. No. 241, Chicago, Ill.
Brophy, Ed., Div. No. 627, Cincinnati, Ohio.
Brown, E. E., Div. No. 268, Cleveland, Ohio.
Bruce, John J., Div. No. 308, Chicago, Ill.
Bugbee, A. M., Div. No. 215, Wheaton, Ill.
Burdette, John Calhoun, Div. No. 732, Atlanta, Ga.
Burns, Charles, Div. No. 241, Chicago, Ill.
Burns, Garret, F., Div. No. 26, Detroit, Mich.
Burns, Nora, Div. No. 308, Chicago, Ill.
Burt, Allen H., G. E. B., Div. No. 382, Salt Lake City, Utah.

Callahan, Myles P., Div. No. 241, Chicago, Ill.
Camp, H. Lee, Div. No. 697, Toledo, Ohio.
Casey, John J., Div. No. 241, Chicago, Ill.
Clancy, Patrick J., Div. No. 241, Chicago, Ill.
Clark, Chas. H., Div. No. 589, Boston, Mass.
Coates, Alfred, Div. No. 618, Providence, R. I.
Coleman, James H., Div. No. 618, Providence, R. I.
Coleman, Martin, Div. No. 26, Detroit, Mich.
Collins, Geo. J., Div. No. 589, Boston, Mass.
Collins, Wm. J., Div. No. 490, Yonkers, N. Y.
Commons, Ben., Div. No. 194, New Orleans, La.
Conn, A., Div. No. 113, Toronto, Ont.
Cookman, John H., Div. No. 689, Washington, D. C.
Cooper, Wm., Div. No. 757, Portland, Ore.
Corbett, Lee, Div. No. 618, Providence, R. I.
Corlett, H., Div. No. 268, Cleveland, Ohio.
Corrigan, Elizabeth M., Div. No. 308, Chicago, Ill.
Coughlin, J. P., Div. No. 448, Springfield, Mass.
Coyne, M. J., Div. No. 85, Pittsburgh, Pa.
Craig, Albert J., Div. No. 589, Boston, Mass.

Craig, Henry, Div. No. 241, Chicago, Ill.
Crinnion, Patrick F., Div. No. 241, Chicago, Ill.
Cross, Geo. W., Div. No. 125, E. St. Louis, Ill.
Curry, D. J., Div. No. 518, San Francisco, Calif.

Dougherty, Carl V. P., Div. No. 26, Detroit, Mich.
Davis, H. C., Div. No. 788, St. Louis, Mo.
Dean, Geo. A., 6th Int. V. P., Div. No. 276, Stockton, Cal.
Dennis, J. W., Div. No. 441, Des Moines, Iowa.
Dillon, Walter J., Div. No. 589, Boston, Mass.
Dinneen, Jeremiah, Div. No. 241, Chicago, Ill.
Dodd, Emory Pierce, Div. No. 732, Atlanta, Ga.
Donahue, John J., Div. No. 697, Toledo, Ohio.
Donohue, Arthur, Div. No. 589, Boston, Mass.
Douglas, M. J., Div. No. 788, St. Louis, Mo.
Doyle, W. H., Div. No. 757, Portland, Ore.
Duffield, J. C., Div. No. 441, Des Moines, Iowa.
Dulaney, Avery G., Div. No. 874, Tulsa, Okla.
Dulaney, E. L., Div. No. 788, St. Louis, Mo.
Dwyer, Edmond, Div. No. 282, Rochester, N. Y.

Eccardt, Charles J., Div. No. 241, Chicago, Ill.
Elford, W. C., Div. No. 757, Portland, Ore.
Ellerbeck, Randolph P., Div. No. 241, Chicago, Ill.
Elliott, Charles E., Div. No. 26, Detroit, Mich.
Evans, Newall D., Div. No. 381, Butte, Mont.

Fahey, Wm. J., Div. No. 589, Boston, Mass.
Fay, John, Div. No. 241, Chicago, Ill.
Fehrnatrom, Ernst O. M., Div. No. 589, Boston, Mass.
Finlay, David, Div. No. 85, Pittsburgh, Pa.
Fisher, Claude, Div. No. 836, Grand Rapids, Mich.
Fitzgerald, John A., Div. No. 241, Chicago, Ill.
Fitzgerald, Wm. B., 1st V. P., Div. No. 132, Troy, N. Y.
Flanagan, James H., Div. No. 589, Boston, Mass.
Fleming, Peter, Div. No. 241, Chicago, Ill.
Flynn, John J., Div. No. 85, Pittsburgh, Pa.
Flynn, Patrick J., Div. No. 241, Chicago, Ill.
Fuller, E. C., Div. No. 587, Seattle, Wash.

Gallagher, John, Div. No. 308, Chicago, Ill.
Gallahar, Howard H., Div. No. 842, Wilmington, Del.
Gee, Herbert, Div. No. 26, Detroit, Mich.
Gibbs, Geo. E., Div. No. 835, Grand Haven, Mich.
Gibbs, James K., Div. No. 689, Washington, D. C.
Giellis, Geo., Div. No. 308, Chicago, Ill.
Gordon, John, Div. No. 618, Providence, R. I.
Graeser, L. A., Div. No. 788, St. Louis, Mo.
Gram, Thos., Div. No. 934, Harrisburg, Ill.
Graves, Harry, Div. No. 788, St. Louis, Mo.
Greene, Thos., Div. No. 241, Chicago, Ill.

Hackler, Perry, Div. No. 587, Seattle, Wash.
Hart, Geo., Div. No. 194, New Orleans, La.
Heade, Michael, Div. No. 589, Boston, Mass.
Hebert, Osias, Div. No. 790, Montreal, Que.
Heintz, Gus., Div. No. 194, New Orleans, La.
Henage, T. L., Div. No. 788, St. Louis, Mo.
Hepner, E. F., Div. No. 98, Akron, Ohio.
Hogan, J. A., Div. No. 268, Cleveland, O.
Holleman, Wm., Div. No. 627, Cincinnati, Ohio.
Honan, Wm. J., Div. No. 687, San Francisco, Cal.
Hopwood, C. J., Div. No. 758, Tacoma, Wash.

Jacobson, Andrew J., Div. No. 241, Chicago, Ill.
Johnson, Julian E., Div. No. 308, Chicago, Ill.
Johnson, Martin J., Div. No. 308, Chicago, Ill.
Jones, Albert E., Div. No. 627, Cincinnati, Ohio.
Jones, Lamar, Div. No. 898, Macon, Ga.

Kay, Carlton, S., Div. No. 26, Detroit, Mich.
Keanan, Joseph M., Div. No. 194, New Orleans, La.

Kehoe, Jos. J., Div. No. 241, Chicago, Ill.
Keitel, August T., Div. No. 628, Covington, Ky.
Kent, Patrick, Div. No. 241, Chicago, Ill.
Kett, John, Div. No. 241, Chicago, Ill.
Kirby, John J., Div. No. 241, Chicago, Ill.
Kjellquist, Arthur F., Div. No. 900, Highwood, Ill.
Knoblock, John H., Div. No. 308, Chicago, Ill.
Koch, Geo., Div. No. 308, Chicago, Ill.
Kuhn, A. H., Div. No. 268, Cleveland, Ohio.

Largay, James, 11th Int. V. P., Div. No. 582, Utica, N. Y.
Lawrence, Frank E., Div. No. 308, Chicago, Ill.
Lawrence, James A., Div. No. 282, Rochester, N. Y.
Lawson, J. B., G. E. B., Div. No. 558, Shreveport, La.
Leahy, Edward J., Div. No. 241, Chicago, Ill.
Leady, Edward J., Div. No. 726, Staten Island, N. Y.
Lee, James, Div. No. 26, Detroit, Mich.

- Long, Patrick, Div. No. 737, Syracuse, N. Y.
 Loveless, W. B., Div. No. 788, St. Louis, Mo.
 Lubber, A. O., Div. No. 313, Rock Island, Ill.
 Luchsinger, Julius, Div. No. 627, Cincinnati, Ohio.
 Lyden, M. J., Div. No. 272, Youngstown, O.
 Lynch, Owen, Div. No. 580, Syracuse, N. Y.
 Lyons, Edward, Div. No. 589, Boston, Mass.
- MacFadyen, Hector B., Div. No. 618, Providence, R. I.
 McArdle, James, Div. No. 308, Chicago, Ill.
 McBrayer, Thos. Laymond, Div. No. 732, Atlanta, Ga.
 McCarthy, T., Div. No. 192, Oakland, Calif.
 McClenathan, Wm. S., 3rd Int. V. P., Div. No. 308, Chicago, Ill.
 McGarry, Hugh, Div. No. 241, Chicago, Ill.
 McGarry, John J., Div. No. 241, Chicago, Ill.
 McGinn, Wm., Div. No. 580, Syracuse, N. Y.
 McGrath, P. J., 7th Int. V. P., Div. No. 85, Pittsburgh, Pa.
 McGuire, Alex J., Div. No. 241, Chicago, Ill.
 McGuire, W. O., Div. No. 892, Sapulpa, Okla.
 McHale, John B., Div. No. 241, Chicago, Ill.
 McLaughlin, Matthew J., Div. No. 589, Boston, Mass.
 McLellan, Neil, Div. No. 26, Detroit, Mich.
 McMorrow, Edw., G. E. B., Div. No. 241, Chicago, Ill.
- Madigan, Wm., Div. No. 241, Chicago, Ill.
 Mahon, Wm. D., Int. Pres., Detroit, Mich.
 Mahoney, Timothy J., Div. No. 589, Boston, Mass.
 Mathews, L. W., Div. No. 192, Oakland, Calif.
 Mead, Herbert L., Div. No. 900, Highwood, Ill.
 Meeker, Herbert, Div. No. 26, Detroit, Mich.
 Metcalfe, Tom, Div. No. 788, St. Louis, Mo.
 Millikent, W. H., Div. No. 818, Oakland, Calif.
 Mooney, John B., Div. No. 518, San Francisco, Calif.
- Moore, Thos., Div. No. 788, St. Louis, Mo.
 Moorhead, W. J., Temporary Chairman, Div. No. 192, Oakland, Calif.
 Moran, B. J., Div. No. 788, St. Louis, Mo.
 Mouat, J. B., Div. No. 134, New Westminster, B. C.
 Murphy, John H., Div. No. 238, Lynn, Mass.
 Murphy, Peter J., Div. No. 589, Boston, Mass.
 Murray, M. J., Div. No. 587, Seattle, Wash.
- Nagle, John J., Div. No. 589, Boston, Mass.
 Nelson, G. H., Div. No. 694, San Antonio, Texas.
 Nelson, John L., Div. No. 85, Pittsburgh, Pa.
 Nelson, W. T., Div. No. 85, Pittsburgh, Pa.
 Nielson, John, Div. No. 308, Chicago, Ill.
 Norton, Walter F., Div. No. 282, Rochester, N. Y.
 Nugent, Clarence, Div. No. 26, Detroit, Mich.
- O'Brien, M. C., Div. No. 241, Chicago, Ill.
 O'Brien, Patrick, Div. No. 589, Boston, Mass.
 O'Brien, P. J., Div. No. 448, Springfield, Mass.
 O'Connell, L., Div. No. 113, Toronto, Ont.
 O'Connor, Leo J., Div. No. 281, New Haven, Conn.
 O'Connor, Michael C., Div. No. 241, Chicago, Ill.
 O'Connor, M. J., Div. No. 85, Pittsburgh, Pa.
 Olson, Ole B., Div. No. 241, Chicago, Ill.
 O'Meara, Frank, Div. No. 425, Hartford, Conn.
 O'Neil, Daniel J., Div. No. 618, Providence, R. I.
 O'Neil, D. C., Div. No. 98, Akron, Ohio.
 O'Shea, James, Div. No. 241, Chicago, Ill.
 Oswald, Chas., Div. No. 241, Chicago, Ill.
 Otis, Herclous, Div. No. 26, Detroit, Mich.
- Parker, John M., Div. No. 623, Buffalo, N. Y.
 Paskey, Jos., Div. No. 85, Pittsburgh, Pa.
 Permenter, James, Div. No. 558, Shreveport, La.
 Pertuit, Oscar C., Div. No. 194, New Orleans, La.
 Petersen, Mathias C., Div. No. 241, Chicago, Ill.
 Peyroux, Edwin, Div. No. 194, New Orleans, La.
 Phillips, James J., Div. No. 241, Chicago, Ill.
 Pierce, Garrett, Div. No. 241, Chicago, Ill.
 Polk, Wm., Div. No. 268, Cleveland, Ohio.
 Poole, Maurice W., Div. No. 689, Washington, D. C.
- Powers, Daniel, Div. No. 241, Chicago, Ill.
- Quinlan, Wm., Div. No. 241, Chicago, Ill.
- Raleigh, E. A., Div. No. 448, Springfield, Mass.
 Reddick, C. N. F., Div. No. 713, Memphis, Tenn.
 Reardon, John H., G. E. B., Div. No. 22, Worcester, Mass.
- Reed, Fred R., Div. No. 757, Portland, Ore.
 Reeves, R. L., G. E. B., Div. No. 85, Pittsburgh, Pa.
- Regan, David, Div. No. 241, Chicago, Ill.
 Regan, Timothy J., Div. No. 589, Boston, Mass.
 Revere, James H., Div. No. 215, Wheaton, Ill.
 Reynolds, Paul, Div. No. 281, New Haven, Conn.
 Riffe, C. C., Div. No. 85, Pittsburgh, Pa.
 Roache, Wm. J., Div. No. 589, Boston, Mass.
 Robbins, Wm. D., Div. No. 113, Toronto, Ont.
 Robinson, Will J., Div. No. 360, Alliance, Ohio.
 Rodgers, James, Div. No. 194, New Orleans, La.
 Rogan, Frank E., Div. No. 618, Providence, R. I.
 Rooney, Peter J., Div. No. 22, Worcester, Mass.
 Ross, Fred, Div. No. 241, Chicago, Ill.
 Rowland, R. W., Div. No. 704, Little Rock, Ark.
 Ryan, Wm., Div. No. 85, Pittsburgh, Pa.
- Saxton, B. W., Div. No. 696, Canton, Ohio.
 Scarbrough, C. H., Div. No. 577, Augusta, Ga.
 Schippers, Henry, Div. No. 241, Chicago, Ill.
 Schlau, Harry, Div. No. 308, Chicago, Ill.
 Schultz, Fred, Div. No. 268, Cleveland, Ohio.
 Seals, C. L., Div. No. 725, Birmingham, Ala.
 Shaffer, Roy, Div. No. 847, St. Joseph, Mo.
 Shaughnessey, Frank, Div. No. 589, Boston, Mass.
 Shea, P. J., G. E. B., Div. No. 168, Scranton, Pa.
 Shelton, C. A., Div. No. 788, St. Louis, Mo.
 Shephard, Fred, Div. No. 113, Toronto, Ont.
 Shine, Thos. F., 9th Int. V. P., Div. No. 589, Boston, Mass.
- Shireman, D. L., Div. No. 19, Colorado Springs, Colo.
- Shutzman, Ralph, Div. No. 589, Boston, Mass.
 Simmons, Clarence J., Div. No. 282, Rochester, N. Y.
- Sinclair, Magnus, G. E. B., Div. No. 113, Toronto, Ont.
- Slominski, Wm., Div. No. 241, Chicago, Ill.
 Smith, C. A., Div. No. 268, Cleveland, O.
 Spradling, Abe L., Div. No. 627, Cincinnati, O.
 Stein, A. H., Div. No. 757, Portland, Ore.
 Sturtz, Wm. J., Sergt. at Arms, Div. No. 241, Chicago, Ill.
- Sullivan, J. T., Div. No. 85, Pittsburgh, Pa.
 Sullivan, Michael J., Div. No. 241, Chicago, Ill.
 Sutter, Wm. J., Div. No. 568, Erie, Pa.
 Swaab, Wm., Div. No. 268, Cleveland, Ohio.
 Sweeney, John J., Div. No. 589, Boston, Mass.
- Taber, Wm., Div. No. 241, Chicago, Ill.
- Taylor, C. U., 14th Int. V. P., Div. No. 757, Portland, Ore.
- Teat, Hardy Owens, Div. No. 732, Atlanta, Ga.
 Therrien, Jos., Div. No. 790, Montreal, Que.
 Thorn, Hugh, Sergt. at Arms, Div. No. 52, E. Liverpool, Ohio.
- Tipton, G. E., Div. No. 788, St. Louis, Mo.
 Toale, James, Div. No. 241, Chicago, Ill.
 Tomkins, Jos., Div. No. 113, Toronto, Ont.
- Ulrich, Edward, Div. No. 26, Detroit, Mich.
 Underwood, Wm. M., Div. No. 788, St. Louis, Mo.
- Veillon, Ed., Div. No. 194, New Orleans, La.
 Vierke, F. C., Div. No. 265, San Jose, Calif.
- Ward, P. J., Ass't Sec'y, Div. No. 26, Detroit, Mich.
- Ward, S. B., Div. No. 517, Gary, Ind.
- Warren, D. O., Div. No. 713, Memphis, Tenn.
 Warrick, G. C., Div. No. 587, Seattle, Wash.
 Webb, Frank H. K., Div. No. 589, Boston, Mass.
 Wedel, W. C., Div. No. 362, Albion, Mich.
 Welch, Chas. R., Div. No. 589, Boston, Mass.
 Welch, Wm. F., G. E. B., Div. No. 103, Wheeling, W. Va.
- White, Orville, E., Div. 416, Peoria, Ill.
 White, Wm., Div. No. 85, Pittsburgh, Pa.
 Williams, Abbott, Div. No. 691, Springfield, Mo.
 Wilson, Leon, Div. No. 379, Niles, Ohio.
 Winston, Patrick J., Div. No. 717, Manchester, N. H.
- Witherow, John J., Div. No. 618, Providence, R. I.
 Woodward, J. M., Div. No. 674, Fort Smith, Ark.
- Yokers, Jacob, Div. No. 194, New Orleans, La.



Style No. 19

You men who are hard on your shoes and want to be easy on your feet—who need long wear and demand comfort of your shoes, try the Herman Police Shoe, No. 19. Made strongly, with broad, genuine Munson last, it has the solid comfort and ease you require. Steel arch support, antileak innersole, rubber heels are some of the features. Motormen, Conductors, Policemen and Letter Carriers, in fact every man who is on his feet all day and wants strength, comfort and endurance in his shoes, will enthuse about No. 19.

Send for our FREE catalog of Herman's Shoes—also the name of your nearest dealer.

Jos. M. Herman Shoe Company

Dept. E, Millis, Mass.
Makers of over 4,000,000
pairs of shoes for the
U. S. Govt.

\$31.50 ALL WOOL SUIT FREE

The Bell Tailors, Dept. 1442, Chicago, Ill., will make a fine tailored to measure suit or overcoat free for one man in each locality who will show and recommend their high grade made-to-measure clothes to a few friends. Simply send them your name and address and they will send you a large assortment of wool samples, style book, self-measuring chart and their free suit offer.

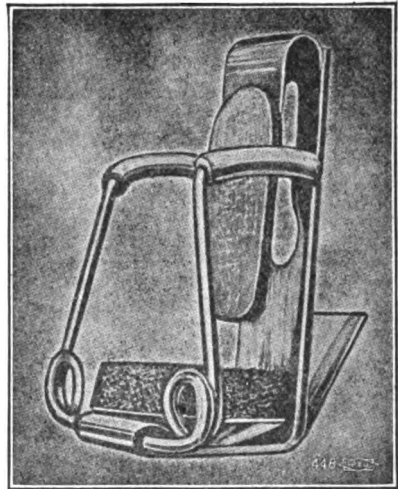
Don't Suffer Longer

The Brooks Appliance
Most wonderful discovery ever
made for rupture sufferers.
No obnoxious springs or pads.
Automatic Air Cushions.
Bind? and draws the broken
parts together as you would
a broken limb. No salves.
No plasters. No lies. Durable,
cheap. Many imitators.
None equal.



SENT ON TRIAL. CATALOGUE FREE
THE BROOKS CO., 188D State St., Marshall, Mich.

Motormen's Non-Magnetic Watch Holder



A practical little holder adjusted for any size watch. May be attached to head of screw in frame of car. Saves motormen's time and promotes "Safety First." May be conveniently carried in pocket when not in use.

Wanted:—Motormen and Conductors to act as Agents. Send 50c in money order or stamps for sample. Sent to any address in United States prepaid. W. C. WILLIAMSON
22 Arbor Street, E. E. Pittsburgh, Pa.

Ford Runs 57 Miles on Gallon of Gasoline

A new automatic and self regulating device has been invented by John A. Stransky, 286 Fourth St., Pukwana, South Dakota, with which automobiles have made from 40 to 57 miles on a gallon of gasoline. It removes all carbon and prevents spark plug trouble and overheating. It can be installed by anyone in five minutes. Mr. Stransky wants agents and is willing to send a sample at his own risk. Write him today.—Adv.

FASHION LETTER



The sign posts on Fashion's roads point to many interesting style features, new and lovely materials, exquisite trimming and artistic accessories.

The straight line silhouette has not been supplanted, but it is brought out again with delightful innovations.

The straight frock is very straight. It is scant and wonderfully embellished with bands, borders or embroideries.

The new utility coats are full length, flat in the back, with choker or bloater collars and deep cuffs. The side is seen on many coat models and obtains also on dresses, blouses and skirts.

For indoor dresses, sleeves are short or in cape or loose effect. For outdoor they are fitted and reach the wrist or elbow. The high neck line and long sleeves give an appearance of added length. Flowing sleeves are quite in keeping with the flare so evident on skirts on which flounces appear in every conceivable outline. Tunics and tiers are shown on skirt models in velvet and cloth as well as silk and satin.

Box plait effects on woolen materials will replace the fine platings of the summer. Flounces on the front of skirts and tiers of plained flounces are shown.

Skirts are to be shorter especially for street wear. The news is welcome for comforts sake, but it is to be hoped that the American woman will have her skirts in the length best suited to her height and proportions.

On some of the new models the waistline is perceptibly raised, and touches of the empire mode appear in long slender skirt lines, short waists and puff sleeves.

The new dressy wraps are charming, in taffeta silk crepe and novelty fabrics. Velvet and other pile fabrics are used for capes and cape wraps, and heather mixtures, double faced clothes are shown in such garments for utility wear.



4486. Ladies' Dress.

Cut in 7 Sizes: 36, 38, 40, 42, 44, 46 and 48 inches bust measure. A 38 inch size requires $5\frac{1}{4}$ yards of one material 36 inches wide. The width of the skirt at the foot is $2\frac{1}{4}$ yards. Price 12c.

4497. Girls' Dress.

Cut in 4 Sizes: 8, 10, 12 and 14 years. A 14 year size requires $4\frac{1}{4}$ yards of 40 inch material. Price 12c.

4128. Ladies' Work or Porch Dress.

Cut in 7 Sizes: 34, 36, 38, 40, 42, 44 and 46 inches bust measure. A 38 inch size requires $5\frac{1}{4}$ yards of 32 inch material. To trim as illustrated requires 1 yard. The width of the skirt at the foot is $2\frac{1}{4}$ yards. Price 12c.

4504. Girls' Dress.

Cut in 4 Sizes: 4, 6, 8 and 10 years. A 6 year size requires $3\frac{1}{4}$ yards of 27 inch material. Price 12c.

4484. Ladies' Coat.

Cut in 4 Sizes: Small, 34-36, Medium, 38-40; Large, 42-44; Extra Large, 46-48 inches bust measure. A Medium size requires $5\frac{1}{4}$ yards of 44 inch material. Price 12c.

4499. Girls' Apron.

Cut in 4 Sizes: 6, 8, 10 and 12 years. A 10 year size requires $2\frac{1}{4}$ yards of 36 inch material. Price 12c.

4487. Ladies' "Cover All" Apron.

Cut in 4 Sizes: Small, 34-36; Medium, 38-40; Large, 42-44; Extra Large, 46-48 inches bust measure. A Medium size requires $5\frac{1}{4}$ yards of 32 or 36 inch material. Price 12c.

4503. Child's Coat.

Cut in 5 Sizes: 2, 4, 6, 8 and 10 years. A 6 year size requires $2\frac{1}{4}$ yards of 40 inch material. Price 12c.



FASHION BOOK NOTICE

Send 12c in silver or stamps for our UP-TO-DATE FALL AND WINTER 1923-1924 BOOK OF FASHIONS, showing color plates, and containing 500 designs of Ladies', Misses' and Children's Patterns, a CONCISE and COMPREHENSIVE ARTICLE ON DRESS-MAKING, ALSO SOME POINTS FOR THE NEEDLE (illustrating 30 of the various, simple stitches) all valuable hints to the home dress-maker.

Send 12c in silver or stamps for our UP-TO-DATE FALL AND WINTER 1923-1924 BOOK OF FASHIONS.

Rapid Ready Change Maker

LEVER OPERATED

(Model 1921)

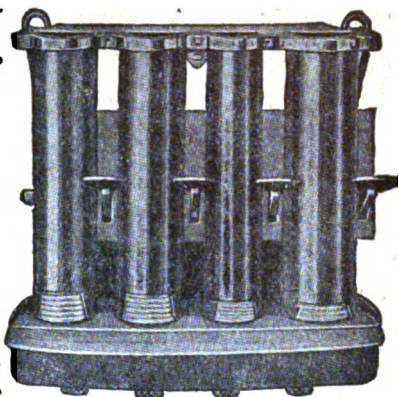
After twenty-five years experience manufacturing change carriers, being the first to originate such a device, we offer our new model, which by a simple adjustment throws ONE to FIVE coins from one or all tubes in any combination wished.

Holds fifty per cent more coins than other makes, with many new features not possible in others, that speed up fare collections. No springs to get out of order, will never rust or tarnish. Agents most cities, where not, will send for \$4.25. One style does for quarters, dimes, nickels or pennies. Our Slip Carrier, so well known, is \$2.50 either style, nickels or pennies.

A. F. NELSON, MFR.

Agents wanted
Special prices.

907 N. Front St.,
Harrisburg, Pa.





TRACTION UNIFORMS

UNION MADE

*Write for Catalogue
Samples & Prices.*

The Fechheimer Bros. Co.

CINCINNATI, OHIO.

J. L. LYNCH

MEMBER OF DIV. 241
MANUFACTURER OF

Union Buttons, Badges

Banners, Flags

325 N. MADISON ST. 4th Floor
Madison Trust Bldg. CHICAGO, ILL.



Detroit Regulation
Motorman and Conductor's

UNIFORMS

Standard-weight, fast-
color serge of guaran-
teed dependability

Specially Featured at

\$27.50

Union-made, expressly for D. S. R.,
D. U. R. and M. U. R. car men. Three-ply
properly padded, shape-retaining coat
fronts; linings of best sea-island cotton;
chamois arm-pit sweat-shields; closely
woven drill or duck non-sagging pock-
ets. We'll fit you—whether tall, short,
slim, stout or extra large.

Extra fine quality serge Uniforms
\$33.75

Clayton's

Clothing Hats Furnishing
Michigan at Shelby since 1883

Price List of Association Supplies

Official Seal.....	\$5.50
Propositions for membership blanks, per 100.....	.50
Ritunks, each.....	.35
Withdrawal cards, each.....	.05
Traveling cards, each.....	.05
Duplicate report books, each.....	2.00
Constitutions, in lots of 100 or more, per 100.....	4.00
Constitutions, in lots of less than 100, each.....	.05
Financial secretary's order book on treasurer.....	.35
Treasurer's receipt book.....	.35
Association badges, rolled gold, each.....	.50
Association badges, solid gold, each.....	1.10
Association buttons, gold plate, each.....	.30
Association buttons, rolled gold, each.....	.50
Association buttons, solid gold, each.....	1.10
Emblem cuff buttons, per pair.....	1.10
Emblem tie clasps, each.....	.70
Association charms, each.....	1.10
Association lockets, each.....	1.75
Cuts of official seal for use on printed matter, plain, each.....	.70
Cuts of official seal, with flag design.....	2.00
Transfer Cards, each.....	.05
Recording secretary's minute books, 300 pages.....	1.25
Gilt Seals, per box 50.....	.50
Loose leaf membership ledgers. Ruled and printed on both sides, providing for a 12 year record of the payment of dues by your members.	
Loose leaf post binder, canvas with leather corners, each.....	4.50
Price of sheets, in lots of less than 100, each.....	.02 1/2
In lots of 100, or more, per 100.....	2.50
In lots of 500, or more, per 500.....	11.00
In lots of 1000, or more, per M.....	20.00

All orders must be accompanied by express, post-
office money orders or draft. No personal checks
accepted. Otherwise supplies will not be forwarded.

THE PEOPLES STATE BANK

MEMBER FEDERAL RESERVE BANK

Capital, Surplus and Undivided Profits \$14,000,000



Twenty-six branches conveniently located bring the service of this great institution directly to your door.

BRANCHES

HARPER AND TOWNSEND
7529 JEFFERSON WEST
BAKER AND TWENTY-THIRD
MICHIGAN AVENUE AND JUNCTION
MICHIGAN, CORNER ADDISON
WARREN AVENUE AND THIRTIETH ST.
GRAND RIVER AND BROOKLYN
GRAND RIVER AND HOLMUR
CLAIRMOUNT AND LINWOOD
1523 WASHINGTON BOULEVARD
WOODWARD, CORNER PIQUETTE
OAKLAND AND KENILWORTH
WOODWARD AND ALEXANDRINE

FERNDALDE AND LAWNDALE
HASTINGS, CORNER ERSKINE
GARFIELD, CORNER RUSSELL
RUSSELL, CORNER LYMAN
GRATIOT, CORNER RIOPELLE
CHENE, CORNER MILWAUKEE
CANTON, CORNER GRATIOT
FISCHER, CORNER GRATIOT
MACK, CORNER BALDWIN
FOREST AND CADILLAC
KERCHEVAL AND LAKEVIEW
JEFFERSON, CORNER BENITEAU
TWELFTH AND SEWARD

To be well dressed and
neat in appearance, order

BATCHELDER MADE UNIFORMS



QUALITY & STYLE MAKE
BATCHELDER MADE UNIFORMS
A SOURCE OF SATISFACTION
TO EVERY WEARER.

For Sale by Dealers

WRITE FOR SAMPLES

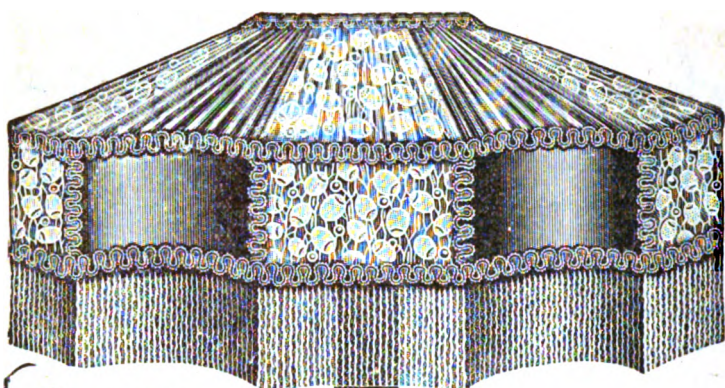
FRED M. BATCHELDER CO.
120 HARRISON AVENUE
BOSTON

RECEIVED
JAN 16 1924
B

The Motorman and Conductor

"Freedom Through Organization"





\$1.00
Down
Bring This

Gas or Electric The Lamp

Comes equipped for choice of gas or electricity. Has 2-light Benjamin socket for electricity only, with 8-ft. silk cord ready for use; or comes with 6-ft. rubber hose, burner, mantle and chimney for gas.

Mahogany Finish

Standard is 69 in. high, 3 in. in diameter. Highly polished French mahogany finish.

The Shade

Made in Fifth Avenue design, 24 in. in diameter, of delft blue silk, shirred top, alternating plain and fancy art silk panels. 12 panels in all, tinsel braid border with 4-in. Chenille fringe. American beauty shirred lining. The harmonious color scheme gives effect of red light shining through a blue haze—a rich warm light. Shipping weight, 27 pounds.

Marshall Silky Fringe Pull-Cords

Also pair of Marshall silky fringe cords with 3½ in. silky fringed tassels, giving an added luxurious effect.

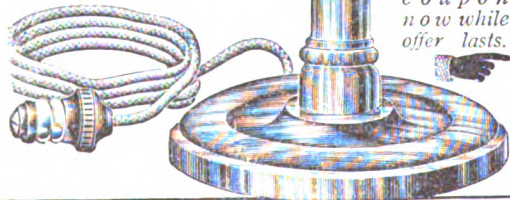
For cash use, order by No. G6332NA.

For electricity, order by No. G6333NA.

Send only \$1 with the coupon, \$2 monthly. Total Bargain Price for lamp and shade, \$19.85.

Free Bargain Catalog

Shows thousands of bargains in home furnishings: furniture, jewelry, rugs, curtains, phonographs, stoves, dishes, aluminum ware, etc. All sold on easy terms. Catalog sent free with or without order. See the coupon.



Floor Lamp With 5th Ave. Silk Shade

Here is something you have always wanted—a beautiful floor lamp with handsome and elegant Fifth Avenue silk shade—to add another tone of elegance and luxury to your home. On this generous offer you can see just how this floor lamp and silk shade will look in your home, without risking anything. Send only \$1.00 with the coupon below, and we will send it complete to your home on approval, equipped for use with either gas or electricity. We take all the risk.

30 Days Trial

When the lamp comes, use it free for 30 days. See how beautifully the colorings of the handsome silk shade blend and harmonize with everything in the home. How useful it is, too—handy for reading, can be moved around with ease to furnish a beautiful light and rich warmth and coziness to any room in the house. If after 30 days trial you decide not to keep the lamp, just return it at our expense and we will refund your \$1.00 deposit plus any freight or express you paid. You cannot lose a single penny.

\$2.00 a Month

If you discover that this lamp is a tremendous bargain at the price we ask and you decide to keep it, send only \$2.00 a month until you have paid the total bargain price of \$19.85. Yes, only \$19.85 for this luxurious lamp and silk shade complete. Compare this value with anything you could buy locally at anywhere near the same price—for spot cash! Straus & Schram gives you this bargain price for almost a year to pay. We trust honest people anywhere in the U.S. No discount for cash; nothing extra for credit. No C. O. D.

Price Slashed

Decide now to see this beautiful floor lamp and silk shade in your home on approval on this price smashing offer. Think how the nickels and dimes slip away for useless things; save them for something worth while that will give satisfaction for years. Send the coupon with only \$1.00 now! Satisfaction guaranteed.

Straus & Schram, Dept. 4238

Chicago

This bargain offer is limited. Send the coupon now while offer lasts.

Straus & Schram, Dept. 4238

Chicago

Enclosed find \$1.00. Ship special advertised Floor Lamp and Shade as checked below. I am to have 30 days free trial. If I like the lamp, I will send \$2.00 a month. If not satisfied, I am to return the lamp and shade within 80 days and you are to refund my plus any transportation charges I paid.

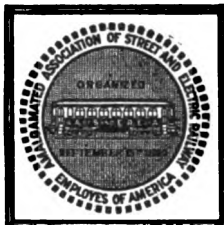
- ☐ Gas Floor Lamp No. G6332NA, \$19.85
- ☐ Electric Floor Lamp No. G6333NA, \$19.85

Name
Street, R. F. D.
or Box No.
Shipping Point
Post Office State

If you want our free bargain catalog of home furnishings, mark X here ☐



The Motorman and Conductor



Vol. 31

DETROIT, MICHIGAN, NOVEMBER, 1923

No. 12

Published monthly by the Amalgamated Association
of Street and Electric Railway Employees of America.

W. D. Mahon, President

260 East High Street, Detroit, Michigan

Entered at the Post Office as Second Class Matter.
Accepted for Mailing at special rates of postage pro-
vided for in Section 1103, Act of October 3, 1917.
Subscription Price - - - - \$.75



**GENERAL EXECUTIVE BOARD MEMBER
ALEX MCGUIRE**

To fill the vacancy occasioned by the death of late General Executive Board Member Joseph C. Colgan, who was a member of Division 241, Chicago, Ill., the 18th Convention elected to the General Executive Board Brother Alex J. McGuire, of the big Chicago Local. Brother McGuire comes to the General Executive Board with a vast experience as an officer of long standing of Division No. 241. He has served several terms upon the Executive Board of that Local and has been with that Local from the year in which it was instituted as a branch of the Amalgamated Association and has participated in all of its movements, until at the present time it leads the Association in wage rates and working conditions. When the Local was instituted the street railway men who formed it were working under conditions and for wages that were among the lowest existing to street railway men of the large cities upon the American Continent. Wage rates ranged from 14¢ to 18¢ per hour. The service day was irregular and of long hours. The Chicago

Local was instituted under its charter granted April 1, 1902. The present financial secretary-treasurer, who is also business agent of the Local and who has held those positions since its inception, was the first to suffer the protest of the company in its endeavor to restrain the employees from organizing. However, Brother Taber, who is well known to all members who have attended the last eleven conventions, was the man whose dismissal was fortunate to the Chicago street railway men and to the Amalgamated Association, as his dismissal was the signal for him to devote his whole time to the institution of the Local. Brother Bill Taber had a strenuous time in extending the organization and it took some six months to get the Local well under way. Within that period, and on July 1, 1902, Brother Alex J. McGuire became a member, and has been a consistent and able worker in the Local from that time on. Brother McGuire is represented in the above picture. He was placed in nomination at the convention by President Wm. Quinlan of Division 241. This Local is reputed as the largest Local union of wage earners known within any craft in the world. It comprises 16,000 members, or nearly one-eighth of the entire membership of the Amalgamated Association. The local owns one of the finest labor temples in the world. The land upon which the building stands and the construction of the building cost approximately six hundred thousand dollars, at pre-war prices of land, material and labor. At present day prices, it would cost, to duplicate it, more than one million dollars. The local has the property paid for, and it is now a source of material revenue. The new International Board Member rendered much assistance to Business Agent Taber and his associate officers in the acquisition and construction of this valuable property.

Charles P. Steinmetz is dead. Who was Charles P. Steinmetz? He was an electrical engineer employed by the General Electric Company in Schenectady, N. Y., at a salary of \$100,000 a year. He once said: "If there were no fear of unemployment, if the government would provide me laboratory equipment, what use would I have for a large salary?" Steinmetz was one of the world's greatest inventive geniuses. His thought was for the people. Even with his fabulous salary, extending over years, he is reported to have left a fortune not to exceed \$25,000. He lived a simple life and devoted the wealth he earned to the good that it would do to others.



Style No. 20

Wear Better Uniforms

BY putting your trust in a Bloch Uniform of quality you insure yourself against dissatisfaction.

Twenty years of knowing how has enabled us to offer Traction men everywhere the best uniform that money can buy.

Strength in every part that has a strain, materials of proven long-wearing value, design and tailoring of a superior quality that assures every customer the comfort and appearance he enjoys.



Ask your dealer for a Bloch Uniform of Quality. It will pay.

The
Bloch
Company
Cleveland, O.

*Send me, free, a
Trolley Jim Time Book.*

Name.....

Address.....

The Bloch Company
Uniforms of Quality
Cleveland Ohio

CONVENTION ECHOES

Attendance at the 18th Convention of the Amalgamated Association of Street and Electric Railway Employees of America, was a most pleasant surprise to those interested in the progress of Labor and to the representatives of the Association who attended. The official representation of the Convention numbered 272, exclusive of the Oakland Convention Committee. Comprising visiting members, their families and families of the delegates, the Convention represented an assemblage of 880 people, who took advantage of the occasion to visit the Golden West. This represented those whose presence required transportation from various points in the United States and Canada into Oakland. Of course those who participated in the Convention entertainment features swelled this number materially, but they were for the most part officials and members of Divisions Nos. 192 and 818, Oakland, and 518 and 687, San Francisco, and civic officers and representatives of other crafts of labor in those two cities, who would be classed more as hosts than guests, and whose presence could not class them among the 880 who paid their initial visit to the Pacific Coast.

When one contemplates the fact that the delegates and visitors in attendance at the 18th Convention for the most part were compelled to travel from 1,000 to 3,000 miles from their homes to reach the Convention City, and then recognizes the fact that this was a Convention of street and electric railway men, it comes with more concern than as though of a political or social gathering of the most affluent. At the banquet given by the Oakland Locals and held as the closing feature of the Convention, International President W. D. Mahon well commented upon the Convention and its attendance in remarking that twenty years ago such an event could not have been possibly predicted. It occurred, and street and electric railway workers held a convention, to attend which necessitated the expense of traveling in most instances hundreds of miles, that the street and electric railway workers might be represented.

Assuredly, the convention was a tribute to the progress and development of labor through organized effort. That convention was a testimonial to the advantages that have been brought to street and electric railway workers through organization. It has been through their own continued efforts that this development has been possible. The Oakland Convention was possible from the associate concerted mind processes of street and electric railway employees. The convention was an example of unity of purpose of a large body of men, and it illustrated the fact that in the course of time wage workers can assemble, can extend the intellectual development of organization and attainment through organization.

Whoever heard of a convention of non-union men? Whoever heard of a convention of street and electric railway workers not affiliated with the street and electric rail-

way workers' organization? Should such a convention of non-unionists be possible, who would pay the expense?

The possibility of that convention being held was one of the results of organization of wage workers. Through organization the funds were raised to pay the expense of the convention, and the expense of the delegates to and from the Convention. Individual unorganized employes, wage workers in street railway employment, are not so financially fixed to hold such conventions. They are the poorest paid workers of the craft and are extremely poorly paid where the influence of organized workers fails to serve the purpose of elevating wages to the unorganized. But through the inventive genius, through the concerted process of intelligence, as represented by organization and through organization, the Oakland street and electric railway employees' convention was made possible and with no dire results. The men who were represented in that Convention are each and every one, through their organization, earning wages in excess of what they would have earned without organization, sufficient to, in one year, pay the expense of a visit from Boston to Oakland, and return and yet have more money in a savings account than would have been possible on non-union wages had they not been organized.

The wage developments within the organizations represented at the Oakland Convention shows this to be safe reasoning. For instance, Gary, Ind., was represented at the Convention. On the city lines of Gary for the first three months, wage rates are 65 cents per hour, and overtime is paid at time and one-quarter. Upon the city lines of Indianapolis, a city four times as large as Gary, and within the same State, where the men are unorganized and are subject to the dictation of the employing company in the fixation of wages, the minimum wage is 37¢ per hour for the first year men. There is no time and one-half for overtime, neither is there anything added for Sunday and holiday work. The maximum wage in Gary is 71 cents per hour and in Indianapolis 42¢ per hour. It can also be stated that but for the fact that there is an organization watch on the Indianapolis lines in the way of the officers and members of Division 645, who were locked out some few years ago, but who have maintained their organization, the wage rates would be yet lower in Indianapolis. But for the low wage men in the two cities we find in Indianapolis where non-union men are represented in no conventions, the low rate is 37¢ per hour and in Gary 65¢, or a difference of 28 cents per hour, if no consideration was given the time and one-half for overtime and the special rates of time and one-quarter for Sundays and Holidays. It means that the minimum wage man in Gary receives \$1,000 per year more than the minimum wage man receives in Indianapolis, both in the same State and the comparison is made by the use of cities, the size of which should impel a more liberal wage in Indianapolis than in Gary.

Delegates to the Convention had a very clear illustration of unionism and non-unionism and the influences of the two types of employment right in San Francisco, where the non-union men on the old United Traction properties number some 1600 and the men on the Municipal Lines, where they are organized number approximately 1,000. The members of Division No. 518 are paid at the rate of 67½ cents per hour, with time and one-half for all work done in excess of eight hours and twenty minutes. The non-union men employed by the United Traction Co., of San Francisco or what is now called the Market St. Company, are paid a maximum wage of 48 cents per hour, with no additional pay for overtime work of any description. There was an illustration of union men receiving from Six to Eight Hundred Dollars per year more wages than the non-union men in the same town. It was an illustration of the benefit of organization. Were the men on the Municipal Lines unorganized, they would very likely be receiving 50¢ per hour, while 45 cents per hour would range as the maximum rate upon the unorganized lines and the city men would be compelled to be contented with a 5¢ per hour advance through Municipal Ownership. These same comparisons may be made in every State in the Union and in every Province in the Dominion of Canada.

It was not a burden for the Amalgamated Association to hold its Convention in Oakland, and the attendance was surprisingly great. It was not surprisingly great to the organized workers who understand why it is possible. It is organization!

FORTY-SECOND ANNIVERSARY

On November 15, 1881 the American Federation of Labor came into existence and the day is the forty-second anniversary of that important event.

Congratulations were received by President Samuel Gompers in his office from many callers and from distant points by wire and letter.

"Conditions today, after forty-two years of effort and organization, are vastly different than they were when the American Federation of Labor was organized," said Mr. Gompers in a statement to newspapers.

"At that early date the wage earners had almost to begin at the beginning in the effort to remove injustices, many of which were the heritage of the European feudal system and many more of which were the result of ignorance and of carelessness of human life.

"Employers took thought only of wage earners as instruments to be used as tools were used—to be used and cast aside. Legislators gave no heed to the needs of the toiling masses. The whole field was a field in which labor's contentions had to start at the very bottom.

"Gradually abuses have been eliminated. The twelve hour day has gone. The conception that a worker is a piece of property, or a piece of merchandise has gone. The

contention that a worker is entitled to no voice in determining the conditions under which he shall give service to society has all but gone. It lingers only in the darkest corners of our industrial order.

"Largely as a result of the struggle by the wage earners for a better life, for more of freedom, for better living and working conditions, for a more adequate wage and for a fairer opportunity, the United States stands head and shoulders above every other nation in the world in point of average human happiness and human well-being.

"We still have our problems, and among them are some of the first magnitude. But they are not the problems of the early days when it was necessary to fight for a chance to exercise a voice, for a chance to speak. We have established fundamental principles; and the problems of today are largely problems of how to apply established principles of justice and freedom in order to continue the wonderful progress that has been made in our country and by our country.

"In 1881 there were but a handful of organized wage earners. Today there are six millions of them, numbering in their ranks the finest citizenship in America, men and women capable, alert, understanding the needs of our time and having the determination and the intelligence necessary to cope with the great problems of our day.

"Most of the great contentions of the trade union movement have won general public approval and support. Most of the important contentions of the trade union movement have dealt with questions of vital importance to the whole citizenship and not only to wage earners. Such a one was the movement for universal suffrage and such a one was the movement to abolish exploitation of prisoners for private profit. Such a one was the effort, still continued, to prevent a flooding of our country with unsimilable immigrants.

"We continue and we shall continue to struggle for those things that mean a better citizenship everywhere and for all, though our first concern is the protection of the rights and interests of the wage earners.

"Truly there has been progress—wonderful progress—in the forty-two years of American Federation of Labor existence and activity. There is in the whole world today, no organization so powerful, and yet so disciplined and restrained in the use of its power. And there is none that uses its power so consistently for the general good of all.

"This anniversary is merely a milestone; it is not a stepping point or even a breathing point. The issues of the day are pressing and ever-changing. A new congress is about to come into being, necessitating the utmost vigilance. The childhood of our nation must be freed and this freedom for childhood, anachronism as the issue may be in this advanced age, is one of the great issues that must confront that congress.

"Industrial changes are taking place, presenting great issues, not only of labor or-

ganization, but of general policy. The arena is filled with issues that demand thought, vision and constructive action. In forty-two years of continuous struggle and effort the labor movement has given a guarantee of its character, stability and purpose. It stands forth as a protector of the institutions of freedom, a guardian of the bill of rights, a great protagonist of equality of opportunity, and an unfaltering champion of the principles of democracy as the guiding principles in the great affairs of our political and industrial life."

In honor of the event the American Federation of Labor Building was festooned with a dress of American flags.

CRANKY NOTIONS

By Jo. Labadie

It was a pleasure to read the report of the eighteenth convention of the Street and Electric Railway Employees of America. It made me look backwards nearly 40 years and note the growth in numbers, in power and in business acumen among the street car workers of this country, and this backward look increased my faith in the future of the under dog in the scramble for a life worth living. I have not the date before me, and my memory is not as keen as it was then, but I guess it was in 1885 or 1886 that I organized the street car workers into an assembly of the Knights of Labor in my capacity of organizer, being the first in Michigan appointed to that enviable position.

* * *

Ah, what a night that was! A drove of Texas steers was about as amenable to order as was that crowd. Those present with me, if I am not mistaken, were Jerry Long, John Devlin, John Burton, Bob Ogg and one or two others, old time union men, and you may rest assured that our hands were full and running over in getting anything like order in that room that night. Anyway, we got through after a fashion, officers were elected and the assembly managed to live awhile. However, a beginning was made, and the more intelligent saw that organization was necessary if they were to get even a slight relief from the industrial slavery that was their lot.

* * *

When it was seen that the assembly was gone for good, a few of the more daring and intelligent, headed by Harry Field, now on the Saline division of the D. U. R., came to me for consultation about trying to organize again, this time into a more wide-open union. A meeting was arranged for at Harry Field's house, and a few evenings hence a dozen or so met and talked matters over. It was decided to call a meeting at Brandt's hall, on Michigan avenue, to form a union. Shortly afterwards this was done. This, too, was a turbulent crowd, but our well-remembered Comrade Sam Goldwater, who was right at home in a rough house, got them into shape and the union was installed by Bob Ogg, who was an A. F. of L. organizer.

While the meeting was intended to be secret, the papers next morning told all about it, and 13 of those who attended were out of jobs when they went to take their cars out. This was the match that set the great street car strike aflame, and which is reality made Hazen Pingree the national character he finally became. Hell was to pay in the streets of Detroit for days after. No strike in my recollection was so in harmony with public sentiment as was this. Silk-gloved and plug hatted men, side by side of horny-handed, mud-bespattered, unkempt men, vied with each other in tearing up the tracks, derauling cars and running some of them into the river, while the strikers themselves stood by and smiled. Nothing was too bad to do to a corporation that had so badly treated the community as well as its employees.

As is usually the case when the under dog gets a leg hold, there was a demand by the upper ten for the militia. Pingree was urged to "do something!" Well, he didn't. The sheriff, Jim Hanley, was importuned to get busy, but he wouldn't. Everybody hated the ruthless street car corporation, and what the law had failed to do, the citizenry were doing spontaneously. It's a good thing for the people that the law can't prevent revolts against the rascalities of the law's own making. When the people show their teeth, the thieving cowards quail.

Well, this was the beginning of the time when the hireling could say his soul is his own, and he's been saying it ever since, none more effectively than the street car workers. But, unfortunately, they soon forget their friends. But this is too long a story for repetition here.

Under the leadership of the officers, the union took on business ways. One of the first things done was to start a journal with which to ply its cause and keep its members in touch with the slaves' revolt the wide world over, and to be a teacher in the school of social service. I am glad to be able to say that I was one of the writers on the "Street Car Men's Gazette," and that in my capacity as one of the editors on this paper it was my privilege to edit letters from one who has made his mark in the world of work. Yes, indeed, Billy Mahon was a quick contributor to the labor literature of the early days, and is now a convincing example that out of the ranks may come executive ability of a high order.

* * *

We need to develop executive ability of the first rank, because the time is not far in the future when society, in sheer desperation over the failure of the present order to do society's business in an efficient way, will need to call on the trades and labor unions to take hold and run things honestly and economically, the railway men to perform the function of transportation, the miners to furnish fuel for society, and so on all down the line, so that the sons of toil shall no longer be crucified on the cross of ill-gotten wealth.

THE PER CAPITA INCREASE

At the recent Convention held in Oakland, Calif., the Amalgamated Association increased the per capita tax ten cents per month per member. This increase in per capita tax was appropriated by the Convention as an additional refunding to the Death, Disability and Old Age Benefit Department of the Association.

The record of the Death, Disability and Old Age Benefit Department was before the Convention in reports from the International President and General Executive Board, and through reports of the committees upon International President's report, G. E. B. Report, and the Laws Committee. These records showed an increasing liability of the Fund, largely due to the increased duration of membership and the expansion in membership of those qualified for old age benefits. A very insistent petition was made to the Convention for the increasing of benefits. This, too, had its bearing upon the Law Committee in inspiring a purpose to test the possibility of this feature that will be assuredly again brought before the next biennial convention. There is no question but that the Convention acted wisely in this provision for the perpetuation of the benefits feature of the Association, as well as the establishing of a purpose to test its future possibilities to the members.

A very interesting letter of date of October 22, was received by Business Agent Mat McLaughlin, of Division No. 589, Boston, Mass., from Secretary-Treasurer and Business Agent Wm. Taber of Division No. 241, Chicago, Ill. The letter contains information solicited by Business Agent McLaughlin and in a measure describes the experience of Division No. 241 as applying to the benefit feature of the Association. The letter is given as follows:

Chicago, Ill.,
Oct. 22, 1923.

Mr. Matt McLaughlin, Bus. Agt.,
Division No. 589,
320 Kimball Bldg.,
18 Tremont St.,
Boston, Mass.

Dear Sir and Brother:

On the trip back from the convention you requested Brother Bland and myself to forward you a statement as to how the funeral, disability and old age plan was working out in Division 241. We have checked up the figures for 1922 and the nine months of 1923 to September 30, as applying to per capita tax paid the International Association, and the amounts received from the General Office for funeral, disability and old age claims.

We find that during the year 1922, Division 241 paid a total per capita tax amounting to \$105,178.30. Our division received from the International Office in benefit claims during this period a total of \$98,450.00. A comparison of these figures at first glance would seem to show that the Division had paid in \$6,728.30 more than it had taken out during 1922. We must re-

member, however, that all of this per capita tax is not applied to the benefit fund, and only 40 cents out of each 65 cents paid as per capita tax is thus applied. Out of the total per capita tax paid by Division 241 to the International Association in 1922, \$64,725.10 was the apportionment to the benefit fund. We drew out of the International Office in 1922 in benefits payments, \$98,450.00, which was \$33,724.90 more than we had paid into the fund during this period.

For the nine months ending September 30, 1923, Division 241 paid into the International Association as per capita tax, \$79,382.00. We have drawn out of the General Office in benefits during this period \$86,351.20. Out of our total per capita tax payments for the nine months during 1923 there was apportioned to the benefit fund \$48,850.46. We therefore, drew out of the benefit fund during this period, \$37,500.74 more than we put in.

Having passed the twenty-year period, when the old age benefit becomes operative, in an old Division like ours, the old age benefit claims became heavy, and all of these claims, it should be understood, are for the maximum amount of \$800.00. Our division became eligible to old age benefits July 1, 1922, and in the latter part of last year we paid seven old age claims. During the nine months of 1923, however, we have paid 27 old age claims. There are four old age claims pending for the month of October so far, and the total claims for the current month to date in our division number 16.

The foregoing figures cover only one year and nine months. During this time they show that Division 241 has drawn out of the International Office in benefit claims, \$71,225.64 more than it has put into the benefit fund.

It was because of this showing that our Chicago delegation at the recent convention was so insistent upon an adequate increase of per capita tax, to be applied to the funeral, disability and old age benefit fund. It should be plain to every thinking person that as our Divisions mature into the twenty-year membership period the draft on the benefit fund will become greater and produce a condition in about the same ratio with Division 241. Under such a condition the fund could not pay out, and in order to meet our obligations and to provide the benefits for our membership that we have prescribed, the fund will have to be properly financed.

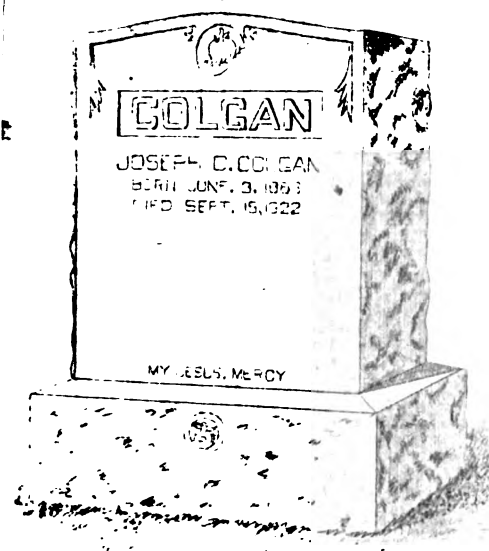
To adequately meet this situation it was the sentiment among our Chicago delegates that the per capita tax should be increased to \$1 per month, in order to make proper provision for the benefit fund.

Trusting this will be satisfactory, and with best wishes, I am,

Fraternally yours,
WM. TABER.

"Do you feel resentful toward a man who disagrees with you?"

"Not so long as he remains associated with the minority."—New So. Wales Record.



**MEMORIAL ERECTED AT THE GRAVE OF
LATE GENERAL EXECUTIVE BOARD
MEMBER J. C. COLGAN**

At a time when many of the Eastern Delegates and visitors were enroute to the 18th Convention in California, Monday, September 3, Labor Day, in Chicago was held the dedication of a memorial at the grave of late General Executive Board Member Jos. C. Colgan.

The dedicatory address was made by International President W. D. Mahon. His address was as follows:

Members of the Amalgamated Association, Family and Friends, we meet here upon this Labor Day Morning to pay our respects to the memory of our deceased Comrade, J. C. Colgan. It is befitting that we should meet here for this purpose on Labor Day Morning. I know if the departed brother could have had anything to say about this arrangement he would be more than pleased to know that his Comrades and Friends were meeting here to unveil this monument to him upon Labor Day—the Day which the Toilers of the Nation have laid aside their tools and paused to consider the results of the past year and to map out their future course for the coming year.

Joseph Colgan was a warrior on the industrial field, always struggling in season and out for the betterment of the men and women who toil and to meet to pay our tribute to his memory on Labor Day I again repeat, is befitting and in line with Labor's struggles, aims and objects.

The departed brother was a man with the weaknesses and frailties of his race, but with it all a strong and determined character to the cause of humanity. Joseph Colgan was a diamond in the rough. His character is reflected—first—he loved his wife and family and always had their welfare in mind; second, he loved his fellow-

men and worked night and day to improve and better their conditions. He was always ready for work, no job was too hard for him to undertake for the betterment of his fellowmen. If he made mistakes they were of the head and not of the heart. His heart beat in unison with the efforts and aims of the toiler. His ear was always tuned to catch the slightest whisper of wrong or grievance towards his fellowman. His policy was open and frank towards the employer—he believed in living up to our contracts and rendering a fair days work, but the compensation of that must bring something to the worker and improve continually his condition. He was a pioneer in the work of Division 241, and this monument is jointly dedicated by the members of Division 241, and the Amalgamated Association, so as to commemorate his work for both.

As a Pioneer in 241 in its early struggle he suffered discharge and blacklist, but he never faltered during the trying hours; he was always on the front line ready and willing to do everything possible to establish this splendid Division. Once the Division was recognized his comrades stood by him and Colgan was reinstated. From that hour on he never faltered in working to promote the interest of the Division. When elected to an International Office—first, as International Vice-President and then as a General Executive Board Member, he worked conscientiously and persistently day and night to promote the best interest of our membership, and he continued his work and the last three years of his life he suffered great affliction but he went ahead and until some two or three weeks before he died he kept up his work, wherever duty called him. He had a motto of which we often spoke in this Organization—his telegrams read, "Through here where next." That reflected his disposition up until some two or three weeks before he passed away.

There was a day in the Amalgamated Association before we had organization when we were very poor in the way of worldly goods. When one of our members died it was usually a collection and an obscure grave without anything to mark it. One of our early decisions was that we would adopt a funeral benefit that would see our members respectably buried and then mark their tomb with granite that would live on through eternity.

We come here this morning to place over the grave of Joseph Colgan this monument of granite which will live through the ages. To his family and children it marks the resting place of a loving husband, a kind and benevolent father, and to the Amalgamated Association it marks the spot where rests one of its pioneers—a tireless, honest, sincere and conscientious worker, and I feel assured in the hearts of all who knew this departed brother, we will never forget him and his work and what little weaknesses he may have had in life they are all overshadowed by the splendid, honest and sincere work he did for his fellow workers and for humanity.



The Motorman and Conductor



Official Journal of the Amalgamated Association of Street
and Electric Railway Employees of America
PUBLISHED BY THE ASSOCIATION
Monthly, at 260 E. High St., Detroit, Mich.

W. D. MAHON, President
EXECUTIVE COUNCIL

W. D. MAHON.....	International President
WM. B. FITZGERALD.....	First Vice-President
P. J. O'BRIEN.....	Second Vice-President
W. S. MCLENNATHAN.....	Third Vice-President
WM. P. JENNINGS.....	Fourth Vice-President
FRED A. HOOVER.....	Fifth Vice-President
GEORGE A. DEAN.....	Sixth Vice-President
P. J. McGRATH.....	Seventh Vice-President
FRANK O'SHEA.....	Eighth Vice-President
THOMAS F. SHINE.....	Ninth Vice-President
ALBERT E. JONES.....	Tenth Vice-President
JAMES LARGAY.....	Eleventh Vice-President
J. B. WILEY.....	Twelfth Vice-President
M. J. MURRAY.....	Thirteenth Vice-President
C. U. TAYLOR.....	Fourteenth Vice-President
L. D. BLAND.....	International Treasurer
GENERAL EXECUTIVE BOARD	
EDWARD McMORROW.....	A. H. BURT
MAGNUS SINCLAIR.....	WILLIAM F. WELCH
P. J. SHEA.....	J. B. LAWSON
JOHN H. REARDON.....	WM. B. FITZGERALD
R. L. REEVES.....	Secretary

Correspondents will please address all communications for
publication to R. L. REEVES, Editor.
Subscriptions payable to W. D. Mahon, President.

Per Annum, \$75 Single Copy, 10 cents.

SUBSCRIPTION

ASSOCIATION

Articles of Constitution

Section 1. The objects of this Association shall be to
organize Division Associations.

Sec. 2. To place our occupation upon a high plane of in-
telligence, efficiency and skill; to encourage the formation in
Division associations of Sick Benefit Funds; to establish
schools of instruction and examination for imparting a prac-
tical knowledge of modern and improved methods and sys-
tems of transportation and trade matters generally; to
encourage the settlement of all disputes between employer
and employee by arbitration; to secure employment and
adequate pay for our work; to reduce the hours of daily
labor and by all legal and proper means to elevate our
moral, intellectual and social condition.

Unsigned communications cannot be published. Names
of correspondents will not appear with their products unless
by special permission of the correspondent. Matter for
publication should be in not later than the 2nd of the month,
and should be written on one side of the paper.

25

It was at the 18th Convention that the
Amalgamated Association, through Division
Delegates, reconstructed the laws of the
Association and enacted resolutions establish-
ing the policies of the Association for a period
of two years from January 1, 1924.

The two years period, dating from January
1, 1924, will be the period within which the
Amalgamated Association, under the laws and
policies adopted at the 18th Convention will
pass and have the opportunity to determine
upon the wisdom of those laws and policies
through actual experience.

Delegate Walter J. Arndt of Division No.
268, Cleveland, Ohio, while in attendance at
the recent Oakland Convention, lost a Conk-
lin Fountain Pen. This pen may have been
lost at the banquet or in the Convention
Hall. If any Delegate or visitor found a
Conklin Fountain Pen during his stay at the
Convention there is no doubt but that it
belongs to Brother Arndt, who will greatly
appreciate its return. His address is 1400
E. 93rd St., Cleveland, O. The pen was a
present to him and thus highly prized by
him.

In another column of this issue will be found
the amendments made to the Constitution
and Laws of the Association. In the Decem-
ber issue of the **MOTORMAN AND CONDUCTOR**
will be published the resolves that were adopted
by the Convention, that are of a nature not
laws but policies directing the endeavors of
the Association upon the various subjects
with which those resolutions deal. After
experience under the laws and policies adopted
by the 18th Convention, two years hence, the
general membership of the Amalgamated
Association will have the opportunity of

again amending and modifying the policies
of their Association. They then will have, as
they had in the last Convention, two years'
experience within which to perfect the ideals
that should be sought in the direction of the
Association. It may be assumed that the
changes made in the 18th Convention were
the result of the two years' experience pre-
ceding that convention. It will be observed
that very few changes in the laws were made,
and generally those changes were within the
financial features of the Constitution.

Reports upon wage rates and working con-
ditions have not been made to the General
Office by some Locals since the report of
changes for the printed wage schedules of
January 1, 1923. It is important that there
be in the hands of the International President
at the earliest possible moment, a report upon
the wage rates and working conditions that
prevail with every Local Division in the Asso-
ciation. Secretaries will please take notice of
this, and where agreements have not already
been forwarded to the Association showing
changes within the year, Secretaries should
copy the wage clause and clause embracing
working conditions, and forward this matter
to the General Office at once. Where verbal
agreements exist the Secretary will please re-
port to the International President the wage
rates and working conditions that prevail
under such verbal arrangement. This matter
should be in the hands of the International
President not later than December 20, that
a properly compiled report of wages and
working conditions of the members of all
Locals in the Association may be published in
book form for distribution to the various
Local Secretaries. Forward the reports to
W. D. Mahon, I. P., 260 E. High St., Detroit,
Mich.

FROM LATE REPORTS OF
INTERNATIONAL OFFICERS

Int. President W. D. Mahon, immediately following the adjournment of the 18th Convention held at Oakland, Calif., at which he presided, and an interval in which he with other Convention attendants visited Los Angeles, repaired to Portland, Ore., where as one of the Delegates of the Amalgamated Association he attended and participated in the Convention of the American Federation of Labor. Pending his trip to and returning from the A. F. of L. Convention, he visited Seattle, Tacoma, Everett and Bellingham, Wash., and Victoria and Vancouver, B. C., where he attended and addressed meetings of the respective Locals existing in those cities. His report shows those Locals to be progressive units of the Association. With him, as associate delegates at the American Federation of Labor Convention in Portland, were President Wm. Quinlan of Division No. 241, Chicago, Business Agent Fred Schultz, of Division 268, Cleveland; Delegate A. Conn, of 113, Toronto, Ont.; and Delegate James Rogers, of Division No. 194, New Orleans, La. In visiting the Locals, meetings of which he attended, he had associated with him also International Vice-President Fred A. Hoover, and Int. Vice-President M. J. Murray. Upon his return to the General Office he advised upon the general affairs of the Association that were awaiting his action. He also assisted Division No. 90, Port Huron, upon the subject of the service day, as provided for in the agreement between that Local and the employing company, and upon which a dispute had arisen. At this time, November 24, President Mahon has been called to Boston, Mass., where he is assisting upon the affairs of the Locals of Eastern Massachusetts.

First Int. Vice-President Wm. B. Fitzgerald, during the 18th Convention at which he was in attendance, visited San Francisco, where he addressed a meeting of Division 518. The seeking of an increase in wages was before the Local. This Local during the convention period obtained an increase of 5 cents per hour, establishing a flat rate of 87½ cents per hour, with time and one-half for overtime. During the convention period the convention directed memorial services to be held at the grave of late General Executive Board Member Richard Cornelius, whose home was in San Francisco. In carrying out this function of the convention Vice-President Fitzgerald was associated with Del. John Mooney of Division 518, and the Convention Secretary. The memorial service was held at the cemetery in San Francisco, September 16, and was largely attended by convention delegates and visitors. Upon his return to the General Office, aside from assisting the International President upon the affairs of the Association in general, he attended and addressed meetings of the M. O. Branch of Division No. 26, at which officers of the Local were instructed to seek continuance of the six

months wage rates award in August, to take effect as of June 1, and continue to December 1. He also advised with the officers of Division 90, Port Huron, Mich., upon a discharge case, and with President Walker of Division No. 576, upon the Schenectady strike situation. He visited Boston, early in November, where the arbitration of Division No. 589 was in progress. This arbitration obtained for the Boston men 9 cents per hour increase in wages. He visited Providence, R. I., upon preparation of agreement work in the interest of the members of that Local and later visited Albany and Schenectady, N. Y., in the interest of Division No. 576, the members of which are on strike. He then returned to the General Office, where he took up his work of assisting the International President on the general affairs of the Association.

Second Int. Vice-President P. J. O'Brien, late in September, reported that the strike involving Division No. 819, Newark, N. J., and associate N. J. Locals had been settled and that the members of the various Locals had returned to work with an agreement providing for a 20 per cent increase in wages. The new wage rates are: 55¢ per hour for first 3 months service men; 58¢ per hour for those of the next 9 months, and 60¢ per hour thereafter, with 5 cents per hour additional for one-man cars and overtime at time and one-half. The agreement continues for three years. At Mahanoy City, Pa., Vice-President O'Brien assisted Division 165, in the adjustment of a strike situation. This Local had suspended work October 15 in protest of the dismissal of the President of the Local. Adjustment was effected and work resumed October 20. The dismissal of the President was changed to a suspension of 20 days. The subject of renewal of agreement with increased wages in the interest of Division 165 was then taken up. All matters were agreed upon, except wages, which were pending per his report of November 17. He assisted Division 537, Holyoke, Mass., upon a grievance case, which was disposed of. He had also under his advisement agreement work in the interest of Division 726, Stapleton, and Division 967, New York, and was also auditing the books and accounts of Division No. 496, Pittsfield, Mass., where a shortage in accounts of one of the officers of the Local had come to light.

Fifth Int. Vice-President Fred A. Hoover reports that in September, Divisions 101, 109 and 134 were before a Conciliation Board on a wage adjustment petition. He assisted the Locals. The Board was comprised of Messrs. R. P. Pettipiece, chosen by the Locals; A. G. McCandless by the Company; and A. M. Pound, appointed as chairman of the Board. The award granted 3½ cents per hour increase to platform men, and 2¢ per hour to all others. This award was finally accepted by both parties and the agreements were signed October 12, embodying the award. Other work performed by Vice-President Hoover was the attending of

meetings of the Divisions at Seattle, Everett, Tacoma, Bellingham, Wash., and Victoria and Vancouver, B. C., with the International President.

Sixth Int. Vice-Pres. Geo. A. Dean, in October, visited Sacramento, Calif., where he investigated conditions surrounding Division No. 256. He reports the Local to be in a progressive condition.

Ninth Int. Vice-President Albert E. Jones, reports upon the strike involving members of Division 759, Lima, Ohio, that the management of the property obtained an injunction restraining the members from operating jitneys in competition with the street railway service. At a later hearing the court rendered a decision, making the injunction permanent. He reports that the case will not be appealed, although the members are satisfied that the injunction is in error and thereby illegal. At Springfield, Ohio, he assisted Division No. 851, upon agreement work, through which a wage settlement was effected, establishing wage rates of 45 cents per hour for first 3 months service men, 47 cents for the next nine months of service, and 49 cents per hour thereafter, with time and one-half for overtime. This settlement is a straight 3 cents per hour increase in wages.

Tenth Int. Vice-President James P. Largay, following the closing of the 18th Convention at which he was in attendance as a delegate representing Division No. 582, Utica, N. Y., was dispatched to Denver, Colo., from where appeals had been received for the assistance of an organizer in an endeavor to re-establish organization upon the Denver Lines. His report shows that after a survey of the situation he regarded it inopportune at this time to carry out a program of organization, although sentiment among the employees is strong for it. He visited Omaha, Nebr., upon a purpose to investigate the financial affairs of the Association resulting from the surrender of the charter of Division No. 807, in that city. The Local had Labor Temple and other stocks that reverted to the International, which required his attention. From this situation he was sent to Schenectady, N. Y., upon the strike situation involving the members of Division 576. He reports no material change in that situation. Per his report of November 18, he was at Amsterdam, N. Y., where the Financial Secretary of the Local had been found short some more than \$100. Through his assistance Division No. 923 has recovered about 80 per cent of the defalcation and will very likely recover the remainder without prosecution of the defaulting officer, who has been suspended from office. Vice-President Largay is auditing the accounts of this Local and will put the affairs of the Local in proper shape.

Twelfth Int. Vice-President M. J. Murray, succeeding the 18th Convention at which he was re-elected to the Staff of

International Officers, during the visit of Int. President W. D. Mahon to the various Locals in Washington and British Columbia, accompanied the International President in attendance at the meetings of those Locals. At Bellingham he was detailed upon grievance work to assist Division No. 843, where he was successful in the reinstatement of the dismissed member.

Fourteenth Int. Vice-President John M. Parker, following the 18th Convention, at which he was elected to the Staff of International Officers and where he represented Division No. 623, of Buffalo, N. Y., as a delegate, was later dispatched to Hamilton, Ont., where he was successful in settling the internal dispute in Division 107, of that city.

Int. Treasurer L. D. Bland, in October, was detailed to assist Division No. 900, Highwood, Ill., in the affairs of that Local. The Local was seeking an increase in wages following the increase to the Chicago Locals. The management was prevailed upon to permit negotiations at this time, although the agreement continues until the first of May, with the present wage rates. These negotiations led to an offer of an increase on the part of the management, but upon a referendum vote of the Local by a small margin, it was rejected, and the old wage rates continue as provided in the existing agreement.

General Executive Board Member Edw. McMorrow, early in October, visited Cincinnati, Ohio, and Covington, Ky., where he consulted with Divisions 627 and 628. He attended meetings of those Locals. The object of his visit was to assist in the negotiation of an agreement upon the Cincinnati and Western Railway, the employees comprising a branch of the Cincinnati Local. He reports that the wage subject in this case was settled upon his arrival in Cincinnati. At Joliet, he assisted Division No. 228, upon agreement work, which was pending construction of the agreement, per his report of November 17. Aside from this work he assisted Division No. 915, Granite City, Ill., in the obtaining of a new agreement and attended a meeting of Division No. 788, St. Louis, Mo., while working upon the Granite City Local's agreement. He reports Division No. 788, as well as the other Locals visited by him, to be in good shape.

G. E. B. Member Magnus Sinclair, following the 18th Convention at which he was in attendance, visited Portland, Ore., where he addressed a meeting of Division No. 757. He reports the Local to be one of the most prosperous in the Association. He later visited Tacoma, Seattle, Wash., and Vancouver, B. C., where he attended and addressed meetings of the Locals in those places. In this work he was associated with G. E. B. Members John H. Reardon and J. B. Lawson. Upon his return to Toronto he reported that Business Agent Joe Gibbons had settled matters for the Toronto suburban members of Division 113. The settle-

ment made by Brother Gibbons obtained to those members one cent per hour increase in wages. He visited Guelph, Ont., where he assisted Division No. 796, in obtaining agreement relations with the employing management, thus placing the Local in good working order. The conferences led to the obtaining to the members a full service day pay for six hour Sunday runs.

G. E. B. Member P. J. Shea, following the 18th Convention, at which he was in attendance, was dispatched to Washington, D. C., to assist Division No. 875, in the extension of that organization. Upon returning from Washington, he left the situation in the hands of Business Agent John Cookman of Division No. 689.

G. E. B. Member John H. Reardon, with Board Members Sinclair and Lawson, visited Portland, Ore., Tacoma and Seattle, Wash., and Vancouver, B. C., following the convention. They addressed the Locals of those cities. Upon his return from the West Board Member Reardon visited Boston and Providence, R. I., in company with First Int. Vice-President Wm. B. Fitzgerald. At Boston, Division No. 589 was involved in a wage arbitration which resulted in a 20 per cent increase in wages, or 9 cents per hour. He reports that the Eastern Massachusetts agreement was completed and signed to include the recent wage increase upon those lines. He assisted the Boston Local in conferences with the employing company, in the making of an arrangement for the payment of back pay granted by the arbitration award. Per his report of November 17, the subject of renewal of agreement in behalf of Division 618, Providence, R. I., and the arbitration of the wage rates for Division No. 620, Framingham, Mass., was pending under his supervision.

G. E. B. Member Allen H. Burt, following the 18th Convention, at which he was in attendance, and for which he had previously assisted in making arrangements for the delegates, was dispatched to Southern California, upon Association work, from where he returned to San Francisco, and reported to the International President and other Officers the results of his investigation. He then returned to Salt Lake City where he received further treatment from his physician, his physical condition not warranting him to take up further work.

G. E. B. Member Wm. F. Welch was in attendance at the recent Board Meeting and Convention held in Oakland, Calif. Upon his return he was dispatched to Lynchburg, Va., where he was in advisement with Division No. 896, upon the subject of a petition for increased wages. He reports that it was ultimately concluded that the present wage rates should remain until after the first of the year. This was due to consideration of the possibilities of the employing company at the present time to pay greater wages.

G. E. B. Member James B. Lawson, following the 18th Convention, at which he was in attendance, in company with Board Members Sinclair and Reardon, visited Portland, Ore., Tacoma and Seattle, Wash., and Victoria and Vancouver, B. C., where the three visited and addressed the various Locals. He was later dispatched to Jackson, Miss., where he assisted Division No. 943 upon agreement work. The agreement had expired. The management, however, agreed to the Mayor of Jackson, that the old agreement should continue in full effect until a later date when he would be able to take the question of a renewal and changes up with the representatives of the Local. Under the presumption on the part of Board Member Lawson that the old agreement would be opened for such changes as desired in the early Spring, he advised that the situation remain as it is, with the old agreement prevailing.

G. E. B. Member Alex McGuire in early November, was dispatched to Ottawa, Ill., to assist Division No. 916 upon agreement work. As Division 960, La Salle, Ill., is employed upon the same property he visited that Local and attended a meeting of it upon the same subject. Upon conference with the management of the company, it was requested that the present situation continue until after January 1, when the management would be better able to determine upon what increase, if any, can be granted upon the properties. Due to the closeness of the first of the succeeding year, Board Member McGuire left the situation in that condition.

On February 23, 1923, according to the sworn statements of Wm. B. Colburn, secretary and treasurer of the Detroit Motorbus Co., there were 1,446 stockholders in that concern owning all the way from one to 2,214 shares of stock each. One thousand one hundred and eighty-three of these stockholders are residents of Detroit, while the residences of 263 of them are given as being in places outside of Detroit. The latter are well scattered throughout the U. S. and Canada. These 1,183 capitalists of Detroit, who are investors in this street railway competition, as residents of Detroit, of course, do not class themselves among the promoters of municipal ownership. Of the 263 stockholders whose residences are given outside of Detroit, 123 are residents at other points within the State of Michigan, and the residences of 140 are given as outside of the State of Michigan, including other States in the Union from California to Maine, various cities in Canada and various European cities, even extending so far as Syria, in Asia. Thus has accumulated competition through bus service to the municipally owned and operated lines of Detroit.

The U. S. Bureau of Labor Statistics gives out for the year ending October 15, the cost of food to the consumer was 4.8 per cent in advance of the retail prices October 15, 1922.

STRIKES AND LOCKOUTS

Buffalo, N. Y.—The situation here involving Division No. 623, which was locked out July 1, 1922, remains practically unchanged from what it was in the last report. The company is operating cars, perhaps about 70 per cent of normal, but even these haul less passengers than normally rode upon 70 per cent of the cars when the full number of cars were in operation. Company reports show the property to be continually losing money.

Schenectady, N. Y.—Division No. 576 can report no material change in the situation here. The cars are being operated by strikebreakers. There is but very little riding on the cars. Our members are nearly all employed at other occupations, but are holding regular meetings. The Local is being assisted by Vice-President J. B. Largay.

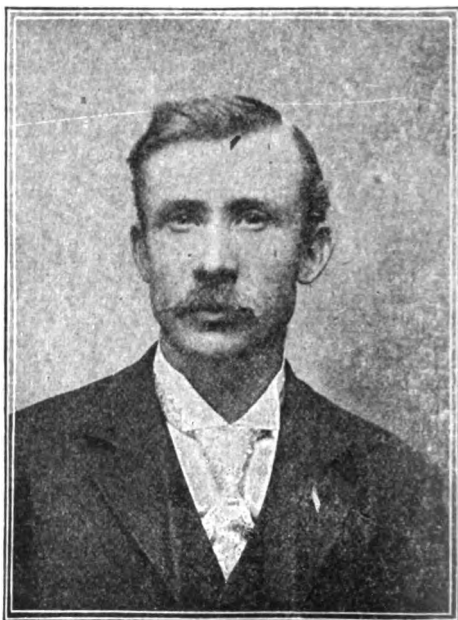
Newark, N. J.—Division No. 819, and associate Locals upon the N. J. corporation property, the members of which went on strike August 1, in protest of a refusal to increase wages, have effected a settlement and work was resumed September 20, following a 50 days suspension. The settlement resulted in the signing of an agreement for three years, with wage rates of 56 cents per hour for the first 3 months of service, 58 cents per hour for the next nine months, and 60 cents per hour for those of more than one year of service. One-man cars are to be paid 5 cents per hour additional. Overtime is at the rate of time and one-half. The agreement also contains a provision granting one day off in seven. Prior to the settlement, the Locals were assisted by Int. Vice-President P. J. O'Brien. The settlement was made by the Local committee, under the supervision of President Wm. Wepner, of Division 819.

Moose Jaw, Sask.—Division No. 614 suspended work August 1, in protest of the dismissal of a member. Through intervention of Int. Vice-Pres. Fred A. Hoover, adjustment was reached and work resumed August 2.

Lima, Ohio.—Division No. 759 went on strike August 11. This was practically a lockout. The company refused to deal in any way with the Local upon any matters of grievance or agreement. An auto service was put into effect that was materially effective, but the company obtained from a favorable judge an injunction, restraining any further automobile competition, and the injunction was recently made permanent. Few people are riding, but the Local is operating cars. The Local has been assisted by Int. Vice-President A. E. Jones.

Girardville, Pa.—Division No. 169 went on strike October 1, in protest of the refusal of the employing company to grant

an increase in wage. The company offered arbitration. As a result, under instructions from the International Association, work was resumed October 4. Pending agreement work on October 15, in protest of the dismissal of a motorman and conductor for violation of a standing order, the Local went on strike. This situation was settled by International Vice-President P. J. O'Brien and work resumed October 20. The dismissal was converted into a 20 day suspension. The Local is being assisted in arbitration of the wage rates by Org. Lawrence Hart.



LATE GENERAL EXECUTIVE BOARD
MEMBER RICHARD CORNELIUS

The Convention at Oakland, Cal., in September, convenience the Amalgamated Association to pay tribute to one of its past International Officers, who was taken from the Staff of Officers by the hand of death. In the death of Brother Cornelius, street railway men, particularly upon the Pacific Coast, lost one of the most aggressive spirits in the labor movement. He was the man, as Delegate John Mooney stated to the Convention "who paved the way for the establishing of the Amalgamated Association upon the Pacific Coast." Early in 1901 was organized in San Francisco Division No. 205. He was at that time employed upon the United Railways, now known as the Market St. Railway of San Francisco. In May, 1903, he represented that Local at the Pittsburgh Convention of the Amalgamated Association, where he was elected to the

General Executive Board. He was at the time and had been from its incipency, Business Agent of the San Francisco Local that included all of the street railway men at that time employed in San Francisco. At succeeding conventions he was repeatedly re-elected and retained his position upon the official staff of the Amalgamated Association, until his death, which occurred November 29, 1914, having served the Association actively more than eleven years. As he was but 49 years of age at the time, his death may be regarded as having been untimely. In spirit and activity he was yet a young man. Brother Cornelius was a native of Cornwall, England. He came to America when a young man, and engaged as a metal miner in California. Due to impaired health he left the mines and entered the street railway service in San Francisco, first as a gripman on the cable system, and later as a conductor. His unionism entered back into the days of his mining experience. He was a persistent advocate of the eight-hour day for street railway men and his purpose was to establish that service day in San Francisco, with a service day pay of \$3, and time and one-half for overtime. Board Member Cornelius lived to see that service day and wage put into effect right in San Francisco and largely through his own instrumentality. He was the original champion of municipal ownership in San Francisco. Something of the nature of the regard had for him, even outside of the labor movement, may be seen in the fact that he was elected to and served upon the Board of Supervisors of San Francisco. In his union associations and civic affiliations he was able to lend himself and his ability to the establishment and development of municipal ownership upon the municipally owned street railway lines of his city, the inception of municipal ownership coming upon what was known as the Geary St. Line. As has been said of him, "he was a benefactor in the true sense of the word. He was one of the large men whose munificent influence shed its benefit to unlimited numbers." The 18th convention appointed a committee comprising First Int. Vice-President Wm. B. Fitzgerald, Delegate John A. Mooney, and the Convention Secretary to arrange for a testimonial to be placed upon the grave of Brother Cornelius, whose remains lie in one of San Francisco's beautiful cemeteries, and to arrange that at the time of the placing of the testimonial, the delegates and visitors should be privileged to assemble to bear impressive tribute from the Amalgamated Association to our late brother and the Convention delegates and visitors, with numerous of the members of the San Francisco and the Oakland Locals gathered at the grave in the afternoon of Sunday, September 16. The memorial exercises were under the immediate direction of First Int. Vice-President Wm. B. Fitzgerald and his committee, who, on behalf of the assemblage paid tribute to the life work of our late Brother. Mrs. Cornelius was in attendance, by special invitation.

Disbursements from the Death, Disability and Old Age Benefit Fund during the month of September, 1923, were made to beneficiaries on claims as follows:

Death Benefits

Mrs. Giovani Teolis, beneficiary, balance due on death claim of Giovani Teolis, deceased, late member of Div. No. 790, Montreal, Quebec; cause, Gastro Enteritis.....	\$ 50.00
Mrs. Marion Jacobs, beneficiary, death claim of Eugene B. Jacobs, deceased, late member of Div. No. 312, Davenport, Iowa; cause, Pulmonary Tuberculosis.....	800.00
Mrs. Louis H. Waldron, beneficiary, death claim of Louis H. Waldron, deceased, late member of Div. No. 789, Gates, N. Y.; cause, Myocarditis.....	250.00
Mrs. Frances Buckman, beneficiary, death claim of Reinhold Buckman, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Gas Adphyxiation-suicidal.....	100.00
Mrs. Eleanor Falls, beneficiary, death claim of Allan O. Falls, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Chronic Nephritis.....	700.00
Charles E. Packard, administrator of estate of deceased, for beneficiary, death claim of Edmond B. Packard, deceased, late member of Div. No. 721, Lewiston, Maine; cause, Angina Pectoris.....	600.00
Mrs. Maud Goodwin, beneficiary, death claim of Ray A. Goodwin, deceased, late member of Div. No. 812, Clarksburg, West Va.; cause, Fractured skull from fall off freight platform while at work.....	500.00
William H. Carroll, administrator of estate of deceased, for beneficiaries, death claim of George Killeen, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Chronic Interstitial Nephritis.....	800.00
Mrs. Emma L. Pearce, beneficiary, claim of Charles J. Pearce, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Cerebral Embolism.....	800.00
Mrs. Sophia Yeager, beneficiary, death claim of Henry Yeager, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Cancer of the Liver.....	800.00
John J. Griffin, financial secretary of Div. No. 549, for beneficiaries, death claim of Michael Hogan, deceased, late member of Div. No. 549, Northampton, Mass.; cause, Arterio Sclerosis and Chronic Nephritis.....	700.00
Beatrice Howard, beneficiary, death claim of Frederick H. Howard, deceased, late member of Div. No. 268, Cleveland, Ohio; cause, Lobar Pneumonia.....	250.00
Laura Dusham, beneficiary, death claim of Peter Dusham, deceased,	

late member of Div. No. 261, Lawrence, Mass.; cause, Apoplexy.	800.00
Harriett E. Donovan, beneficiary, death claim of Samuel M. Donovan, deceased, late member of Div. No. 441, Des Moines, Iowa; cause, Organic Heart Disease.	800.00
Ernst O. M. Fehrstrom, financial secretary and treasurer of Div. No. 589, for beneficiaries, death claim of Robert J. Powers, deceased, late member of Div. No. 589, Boston, Mass.; cause, Pulmonary Tuberculosis.	800.00
Margaret Ann Franklin, beneficiary, death claim of Joseph Franklin, deceased, late member of Div. No. 714, Portland, Maine; cause, Cancer of Stomach.	600.00
Mrs. Myrtle B. Winton, beneficiary, death claim of Thomas B. Winton, deceased, late member of Div. No. 725, Birmingham, Ala.; cause, Electrocuted while at work.	250.00
Disability Benefits	
Octave Waquespack, member of Div. No. 194, New Orleans, La.; cause, while oiling trolleys attempted to jump from one car to another and fell, causing a communitated fracture of tibia.	800.00
Old Age Benefit	
John Bigley, Member at Large, Detroit, Mich.	800.00
Total.	\$11,200.00

Disbursements from the Death, Disability and Old Age Benefit Fund during the month of August, 1923, were made to beneficiaries on claims as follows:

Death Benefits

Mrs. Manie Katherine Mallory, beneficiary, death claim of John L. Mallory, deceased, late member of Div. No. 380, Elyria, Ohio; cause, Acute Appendicitis.	\$800.00
Lillian May Birmingham, beneficiary, death claim of Frank E. Birmingham, deceased, late member of Div. No. 380, Elyria, Ohio; cause, Locomotor Ataxia.	800.00
Mrs. Bertha Wire, beneficiary, death claim of Peter R. Wire, deceased, late member of Div. No. 111, Ypsilanti, Mich.; cause, Acute Intestinal Obstruction.	400.00
Mrs. Alta Hartman, beneficiary, death claim of William H. Hartman, deceased, late member of Div. No. 268, Cleveland, Ohio; cause, Lobar Pneumonia.	800.00
Margaret Brady, beneficiary, death claim of J. H. Brady, deceased, late member of Div. No. 618, Providence, R. I.; cause, Pernicious Anaemia.	800.00
Catharine Carr, beneficiary, death claim of William J. Carr, deceased, late member of Div. No. 618, Providence, R. I.; cause, Accident—Fell from car under wheels while he was reversing running board of car.	100.00
Mrs. Loutta Matson, beneficiary, death claim of Charles Matson, deceased, late member of Div. No. 627, Cincinnati, Ohio; cause, Dilatation of Heart and Bronchial Asthma.	500.00
Mrs. Minnie Langfeldt, beneficiary, death claim of August Langfeldt, deceased, late member of Div. No. 627, Cincinnati, Ohio; cause, Acute Pancreatitis.	600.00
Mrs. Bessie Armacost, beneficiary, death claim of H. E. Armacost, deceased, late member of Div. No. 627, Cincinnati, Ohio; cause, Chronic Parenchymatous Nephritis, Aortic and Mitral Regurgitation and Stenosis.	800.00
Mrs. Florence Stoudt, beneficiary, death claim of Charles E. Stoudt, deceased, late member of Div. No. 954, Souderton, Pa.; cause, Diabetic Coma and Diabetes.	150.00
Mrs. Susie A. McLaughlin, beneficiary, death claim of Bernard McLaughlin, deceased, late member of Div. No. 589, Boston, Mass.; cause, Myocarditis and Bronchial Pneumonia.	800.00
Mrs. Mabel Dennis, beneficiary, death claim of Edward B. Dennis, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Heat Prostration—Sun-stroke.	800.00
Vincent T. Martin, financial secretary of Div. No. 824, to apply on bill of funeral expenses, death claim of John Swirski, deceased, late member of Div. No. 824, New Brunswick, N. J.; cause, Pulmonary Tuberculosis.	150.00
George E. Adams, financial secretary and treasurer of Div. No. 215, for beneficiaries, death claim of Thomas Kennedy, deceased, late member of Div. No. 215, Wheaton, Ill.; cause, Carcinoma of Stomach.	800.00
Mrs. Nellie Tykarski, beneficiary, death claim of Russel Tykarski, deceased, late member of Div. No. 540, Trenton, N. J.; cause, Chronic Myocarditis and Chronic Nephritis.	250.00
Mrs. Frederick Wm. Adams, beneficiary, death claim of Frederick Wm. Adams, deceased, late member of Div. No. 113, Toronto, Ont.; cause, Accidentally electrocuted.	75.00
Emma B. Smith, beneficiary, death claim of George Allen Smith, deceased, late member of Div. No. 261, Lawrence, Mass.; cause, Heart Disease.	800.00
Mrs. Max Smith, beneficiary, death claim of Max Smith, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Cerebral Hemorrhage.	100.00
Mrs. Minnie E. Garabant, guardian of minor children, beneficiaries, death claim of Thomas Mulvihill, deceased, late member of Div. No. 819, Newark, N. J.; cause, Diabetes Mellitus.	400.00
Mary Eliza Wright, beneficiary, death claim of Ralph E. Wright, deceased, late member of Div. No. 819, Newark, N. J.; cause, Chronic Nephritis and Endocarditis.	250.00
Wm. S. McClenathan, secretary-treasurer of Div. No. 308, for beneficiary, death claim of Jane Walsh, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Pulmonary Tuberculosis.	500.00
Nancy Jane Lee, beneficiary, death claim of W. G. Lee, deceased, late member of Div. No. 441, Des Moines, Iowa; cause, Pernicious Anaemia.	800.00
Mrs. Nancy Wenham, beneficiary, death claim of James Wenham, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Chronic Myocarditis.	800.00
Mrs. Helen Arends, beneficiary, death claim of Martin Arends, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Pulmonary Tuberculosis.	800.00
Ella M. Sanson, beneficiary, death claim of Charles Sanson, deceased, late member of Div. No. 819, Newark, N. J.; cause, Acute Nephritis.	400.00
Mrs. Emma La Flam, beneficiary, death claim of Hugh La Flam, deceased, late member of Div. No. 103, Wheeling, West Va.; cause, Valvular Heart Disease.	800.00
Angelina Leone, beneficiary, death claim of Nick Leone, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Accident—hit by car which jumped track, causing fracture of vertebra.	400.00
Mrs. Mabel Green, beneficiary, death claim of Walter T. Green, deceased, late member of Div. No. 362, Albion, Mich.; cause, Accident—Injuries received in wreck of derailment of D. U. R. car running over M. U. R. Lines.	800.00
Bernice M. Morrill Siddings, beneficiary, death claim of George A. Morrill, deceased, late member of Div. No. 240, Chelsea, Mass.; cause, Acute Indigestion and Endocarditis.	800.00
Mrs. Lena Schlagel, beneficiary, death claim of George W. Schlagel, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, Strangulated Hernia.	800.00
Mrs. James T. Carpenter, beneficiary, death claim of James T. Carpenter, deceased, late member of Div. No. 725, Birmingham, Ala.; cause, Electrocuted—killed by electric current.	200.00
Dick Farrell, beneficiary, death claim of John J. Farrell Sr.; deceased, late member of Div.	

No. 820, West Hoboken, N. J.; cause, Cerebral Hemorrhage with Arterio Sclerosis....	150.00	William Taber, financial secretary and treasurer of Div. No. 241, for beneficiaries, death claim of Martin W. Jennings, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Carcinoma of Liver and Acute Myocarditis.	800.00
Mrs. Bella S. Carberry, beneficiary, death claim of John Carberry, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Chronic Myocarditis.....	700.00	Mrs. Mary Bohl, power of attorney for beneficiaries, death claim of George J. Brown, (George J. Bianchi), deceased, late member of Div. No. 241, Chicago, Ill.; cause, Cancer of the Urinary Bladder.....	250.00
William F. Gould, financial secretary of Div. No. 537, for beneficiary, death claim of Benarby Tells, deceased, late member of Div. No. 537, Holyoke, Mass.; cause, Passive congestion of lungs and Myocarditis..	400.00	Mrs. Lena Walder, beneficiary, death claim of Frank Walder, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Organic Heart Disease.....	800.00
Mrs. Elisabeth DeGon, beneficiary, death claim of Nelson DeGon, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Urinary retention.....	800.00	William Taber, financial secretary and treasurer of Div. No. 241, for beneficiaries, death claim of Thomas Wardenki, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Pulmonary Tuberculosis.....	250.00
E. Elizabeth Bowen, beneficiary, death claim of Edward Dale Bowen, deceased, late member of Div. No. 855, Grand Haven, Mich.; cause, Pernicious Anemia.....	400.00	M. J. Hennessey, financial secretary and treasurer of Div. No. 448, for beneficiaries, death claim of Edward H. Lawlor, deceased late member of Div. No. 448, Springfield, Mass.; cause, Carbuncle.....	800.00
Mrs. Helen Ward, beneficiary, death claim of Ferdinand V. Ward, deceased, late member of Div. No. 308, Chicago, Ill.; cause, General Paralysis of the Insane—Cerebral.....	800.00	Mrs. Margaret Burke, beneficiary, death claim of James S. Burke, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Myocarditis (Heart Disease).....	800.00
William J. Plunkett, Executor of will of deceased, for beneficiaries, death claim of Albert Plunkett, deceased, late member of Div. No. 443, Stamford, Conn.; cause, Pulmonary and Intestinal Tuberculosis.....	800.00	Alfred Coates, financial secretary of Div. No. 618, for beneficiaries, death claim of Geo. E. Bosworth, deceased, late member of Div. No. 618, Providence, R. I.; cause, Chronic Interstitial Nephritis.....	800.00
Mrs. Nicholas Mittler, beneficiary, death claim of Nicholas Mittler, deceased, late member of Div. No. 148, Albany, N. Y.; cause, Mitral Regurgitation.....	800.00	Cathrine Willders, beneficiary, death claim of Jarvin W. Willders, deceased, late member of Div. No. 623, Buffalo, N. Y.; cause, Passive Congestion of Lungs.....	800.00
John Nash, beneficiary, death claim of Frank Nash, deceased, late member of Div. No. 822, Paterson, N. J.; cause, Cerebral Hemorrhage (Stroke).....	200.00	Mrs. Virginia Pothier, beneficiary, death claim of John E. Pothier, deceased, late member of Div. No. 589, Boston, Mass.; cause, Cerebral Hemorrhage.....	800.00
Mrs. Christina O'Rourke, beneficiary, death claim of Steven O'Rourke, deceased, late member of Div. No. 822, Paterson, N. J.; cause, General Tuberculosis.....	500.00	Ella Berthrong, beneficiary, death claim of Edward John Berthrong, deceased, late member of Div. No. 519, LaCrosse, Wis.; cause, Heart Failure.....	150.00
J. B. Wiley, financial secretary of Div. No. 441, for beneficiary, death claim of E. C. White, deceased, late member of Div. No. 441, Des Moines, Iowa; cause, Peritonitis..	800.00	Mrs. C. B. Arnold, beneficiary, death claim of C. B. Arnold, deceased, late member of Div. No. 168, Scranton, Pa.; cause, Mitral Insufficiency.....	800.00
Mina McCrady, beneficiary, death claim of Fred McCrady, deceased, late member of Div. No. 280, Lowell, Mass.; cause, Acute Cardiac Dilatation.....	800.00	Susan Benson, beneficiary, death claim of William T. Benson, deceased, late member of Div. No. 618, Providence, R. I.; cause, Acute Dilatation of Heart.....	800.00
Mrs. M. Williams, beneficiary, death claim of George F. Williams, deceased, late member of Div. No. 268, Cleveland, Ohio; cause, Cerebral Hemorrhage.....	400.00	William Taber, financial secretary and treasurer of Div. No. 241, for beneficiaries, death claim of John Kelly, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Cerebro-Spinal Syphilis.....	800.00
Robert S. Driscoll, executor of will of deceased, for beneficiaries, death claim of George W. Cutler, deceased, late member of Div. No. 589, Boston, Mass.; cause, Septicæmia and Lobar Pneumonia.....	800.00	Mrs. Elisabeth DeLacy, power of attorney for beneficiaries, death claim of William McGill, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Organic Heart Disease..	800.00
Mrs. Sylvester Poff, beneficiary, death claim of Sylvester Poff, deceased, late member of Div. No. 757, Portland, Oregon; cause, Carcinoma.....	250.00	Ellen O'Brien, beneficiary, death claim of Michael O'Brien, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Pulmonary Tuberculosis.....	100.00
Mrs. John B. Miller, beneficiary, death claim of John B. Miller, deceased, late member of Div. No. 757, Portland, Oregon; cause, Cancer of Rectum.....	500.00	James McKeever, financial secretary and treasurer of Div. No. 821, to apply on funeral expenses, death claim of Peter Gerin, deceased, late member of Div. No. 821, Jersey City, N. J.; cause, Accidental Strangulation due to collar.....	50.00
Bella Ellenberger, beneficiary, death claim of Alfred Ellenberger, deceased, late member of Div. No. 821, Jersey City, N. J.; cause, Acute Dilatation of Heart and Heat Exhaustion.....	250.00	Mrs. Cynthia M. Godson, beneficiary, death claim of Thomas Godson, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Chronic Nephritis.....	800.00
Mrs. Maude Stout, beneficiary, death claim of Oscar D. Stout, deceased, late member of Div. No. 772, Danville, Ill.; cause, Gunshot wound, suicidal.....	350.00	Mrs. Sallie Petty, beneficiary, death claim of Alex. D. Petty, deceased, late member of Div. No. 799, Sioux Falls, S. Dak.; cause, Accident—Was run over by loaded truck..	200.00
David Heorn, beneficiary, death claim of Archie W. Heorn, deceased, late member of Div. No. 360, Alliance, Ohio; cause, Accident—collision of electric cars, in which he was instantly killed.....	150.00	Ernst O. M. Fehrstrom, financial secretary and treasurer of Div. No. 589, for beneficiaries, death claim of Vera Anderson, deceased, late member of Div. No. 589, Boston, Mass.; cause, Pulmonary Tuberculosis..	700.00
Nellie L. Cahill, executrix of will of deceased, for beneficiary, death claim of Frank H. Faulkner, deceased, late member of Div. No. 281, New Haven, Conn.; cause, Miliary Tuberculosis.....	800.00	Ida M. Perry, beneficiary, death claim of Grant Perry, deceased, late member of Div. No. 174, Fall River, Mass.; cause, Cardiorrenal disease, Chronic Myocarditis and Chronic Diffuse Nephritis.....	800.00
Mrs. Myrtle Swope, beneficiary, death claim of Mark Swope, deceased, late member of Div. No. 628, Covington, Ky.; cause, Rheumatism and Endocarditis.....	800.00	Mrs. Lettie Searight, beneficiary, death claim of A. A. Searight, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, Carcinoma of Stomach.....	800.00
Mrs. Rosalie M. Ulmer, beneficiary, death claim of Fred C. Ulmer, deceased, late member of Div. No. 682, Fort Wayne, Ind.; cause, Chronic Heart Disease.....	100.00		
Alice Yountis, administratrix of estate of deceased, for beneficiaries, death claim of Charles Petkus, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Chronic Alcoholism.....	800.00		

Alfred Coates, financial secretary of Div. No. 618, for beneficiary, death claim of Henry D. Manning, deceased, late member of Div. No. 618, Providence, R. I.; cause, Typhoid Fever.....	800.00
Leta M. Miller, beneficiary, death claim of Howard E. Miller, deceased, late member of Div. No. 948, Hartwick, N. Y.; cause, Shock following accidental injuries received on car.....	250.00
Mrs. Florence Burns, beneficiary, death claim of J. (Jos.) Burns, deceased, late member of Div. No. 627, Cincinnati, Ohio; cause, Phthisis Pulmonalis.....	800.00
Anna Burns, beneficiary, death claim of M. D. Burns, deceased, late member of Div. No. 627, Cincinnati, Ohio; cause, Shock and injuries received in automobile accident.....	600.00
Mrs. Elisear Dorval, beneficiary, death claim of Elisear Dorval, deceased, late member of Div. No. 790, Montreal, Quebec; cause, General Paralysis.....	250.00
Mrs. John A. Hall, beneficiary, death claim of John A. Hall, deceased, late member of Div. No. 790, Montreal, Quebec; cause, Diabetic Gangrene.....	250.00
Elizabeth Mack, beneficiary, death claim of Emerson E. Mack, deceased, late member of Div. No. 282, Rochester, N. Y.; cause, General Septicaemia and Infected Hernia.....	800.00
Mrs. Dina Nuckles, beneficiary, death claim of William Nuckles, deceased, late member of Div. No. 589, Boston, Mass.; cause, Heart Disease.....	200.00
Mrs. Annie McDonough, beneficiary, death claim of Patrick McDonough, deceased, late member of Div. No. 589, Boston, Mass.; cause, Decompensating Myocarditis.....	800.00
Walter Columbus, executor for beneficiary, death claim of Justin Columbus, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Pulmonary Tuberculosis.....	800.00
Mrs. Augusta Hattendorf, beneficiary, death claim of Henry Hattendorf, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Mesenteric Thrombosis.....	150.00
Mrs. Elizabeth Wojtecki, beneficiary, death claim of Frank Wojtecki, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Acute Cardiac Dilatation.....	800.00
Mrs. Agnes Heck, beneficiary, death claim of William J. Heck, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Cardiac Embolism, Pulmonary.....	800.00
Margaret E. Pitman, beneficiary, death claim of George Pitman, deceased, late member of Div. No. 580, Syracuse, N. Y.; cause, Chronic Nephritis.....	800.00
George W. Keene, executor of will of deceased for beneficiaries, death claim of Charles W. Cole, deceased, late member of Div. No. 282, Rochester, N. Y.; cause, Cancer of Esophagus.....	800.00
Martha E. Williams, beneficiary, death claim of Richard Williams, deceased, late member of Div. No. 282, Rochester, N. Y.; cause, Chronic Myocarditis.....	100.00
Clarendon Maxwell, financial secretary of Div. No. 663, for beneficiary, death claim of William Wallace Anderson, deceased, late member of Div. No. 663, St. John, N. B.; cause, Lobar Pneumonia.....	800.00
Anna E. Gleason, beneficiary, death claim of J. W. Gleason, deceased, late member of Div. No. 618, Providence, R. I.; cause, Arterio Sclerosis and Chronic Interstitial Nephritis.....	800.00
Mrs. Francis M. Campbell, beneficiary, death claim of Francis M. Campbell, deceased, late member of Div. No. 757, Portland, Oregon; cause, Cardiac Dilatation.....	500.00
Mary Gunderson, beneficiary, death claim of Gunder Gunderson, deceased, late member of Div. No. 757, Portland, Oregon; cause, Lobar Pneumonia.....	350.00
Mrs. Agnes Flynn, beneficiary, death claim of James Flynn, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Drowning.....	800.00
Mrs. May Gergen, beneficiary, death claim of Joseph Gergen, deceased, late member of Div. No. 26, Detroit, Mich.; cause, Endocarditis.....	800.00
Mrs. Mary H. DeBlanc, beneficiary, death claim of H. DeBlanc, deceased, late member of Div. No. 194, New Orleans, La.; cause, Tuberculosis.....	800.00
Pauline W. Seivers, beneficiary, death claim of W. H. Seivers, deceased, late member of Div. No. 194, New Orleans, La.; cause, Apoplexy.....	800.00
Mrs. Christina Mills, executrix of will of deceased, for payment of expenses, death claim of William Kollath, deceased, late member of Div. No. 903, Ashtabula, Ohio; cause, Tumor of the Brain.....	100.00
Paul C. Trimble, administrator of estate of deceased, for beneficiaries, death claim of Robert McN. Trimble, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, Chronic Nephritis.....	800.00
Margaret Anne Foulds, beneficiary, death claim of Ernest Cutler Foulds, deceased, late member of Div. No. 109, Victoria, B. C.; cause, Accident—Fracture at base of skull in fall from electric car.....	800.00
Mrs. Jennie McDonald, beneficiary, death claim of John A. McDonald, deceased, late member of Div. No. 240, Chelsea, Mass.; cause, Cerebro-Spinal Meningitis.....	800.00
Wm. S. McClenathan, secretary-treasurer of Div. No. 308, for beneficiaries, death claim of C. M. Anderson, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Accident—Fracture of skull and broken neck in auto accident.....	800.00
Wm. S. McClenathan, secretary-treasurer of Div. No. 308, for payment of funeral and other expenses, death claim of Michael Gillespie, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Diabetes Mellitus.....	400.00
Louise M. Hanchett, beneficiary, death claim of James L. Hanchett, deceased, late member of Div. No. 448, Springfield, Mass.; cause, Cerebral Hemorrhage.....	100.00
Mrs. Anna Kirk, beneficiary, death claim of Charles G. Kirk, deceased, late member of Div. No. 425, Hartford, Conn.; cause, Carcinoma of Liver.....	500.00
Mrs. Winifred O'Neill, beneficiary, death claim of Timothy O'Neill, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Shock and injuries sustained by being hit by a street car.....	800.00
James Halpin, financial secretary of Div. No. 810, for beneficiary, death claim of William F. Pratt, deceased, late member of Div. No. 810, Dayton, Ohio; cause, Sarcoma—Left Abdom. Rectus Muscle.....	400.00
Clara L. Anthony, beneficiary, death claim of E. M. Anthony, deceased, late member of Div. No. 618, Providence, R. I.; cause, Endocarditis and Cancer of Stomach.....	800.00
Clarence Nugent, secretary-treasurer of Div. No. 26, to apply on funeral expenses, death claim of Herman A. Reichert, deceased, late member of Div. No. 26, Detroit, Mich.; cause, Hemorrhage of Stomach.....	250.00
Disability Benefits	
Fred E. Nason, member of Div. No. 235, Brockton, Mass.; cause, Falling from Tower wagon and a strain from lifting stone out of pole hole.....	800.00
Harry W. Dunkelberger, member of Div. No. 641, Shamokin, Pa.; cause, While in performance of duty as conductor on open car, slipped from running board and fell—right foot mangled rendering amputation.....	700.00
B. M. Breston, member of Div. No. 381, Butte, Mont.; cause, Collision with a heavy ore truck while operating street car as motorman; large piece of ore striking him, causing a hernia.....	800.00
Old Age Benefits	
Joseph Lecheler, member of Div. No. 241, Chicago, Ill.....	800.00
Thomas Flaherty, member of Div. No. 241, Chicago, Ill.....	800.00
Martin Abt, member of Div. No. 241, Chicago, Ill.....	800.00
Total.....	\$68,425.00
IN MEMORIAM	
By Div. No. 448, Springfield, Mass.	
Whereas, It has pleased the Supreme Ruler of the Universe to remove from among us, our esteemed, loved and honored fellow-worker, Edward H. Lawlor; and	
Whereas, As a member of Division No. 448 of the Amalgamated Association of Street and Electric Railway Employees of America, he was ever active in its welfare and wise in his counsel for its advancement, it is fitting therefore, that we should place	

ourselves on record in appreciation of his worth; therefore, be it

Resolved, That we the Members of Division No. 448 in regular meeting assembled this 21st day of August, 1923, while we bow in humble submission to the Power over all, we none the less, deplore the loss of our deceased loyal friend and brother and we tender to the family of the deceased, our sincere and heartfelt sympathy; and

Resolved, That our charter be draped for a period of thirty days; that a copy of the resolutions be sent to the family of the deceased; that they be spread upon the records of the Division and a copy be sent to the MOTORMAN AND CONDUCTOR for publication.

J. P. COUGHLIN,
M. J. HENNESSEY,
J. W. LEONARD,
Committee on Resolutions.

By Div. No. 587, Seattle, Wash.

Whereas, It has pleased an allwise providence, in His wisdom, to call unto Himself, our beloved brothers, John Edward Morgan, Judson W. LaMoure and James I. McAllister; and

Whereas, Deferring to such wisdom, with sad hearts we mourn the deaths of our true, loyal, faithful and great souled brothers; now, therefore, be it

Resolved by the members of Local 587 of A. A. of S. & E. R. E. of A., That we, in the depths of our profound grief and immeasurable woe at this passing, condole and sympathize with the beloved families, relatives and friends of our deceased brothers in their great bereavement and pledge to them our love and undying sympathy; and, be it further

Resolved, That in evidence of our sorrow and respect, the charter of our division be draped for a period of 30 days.

(Signed) H. W. STEEVES,
E. T. CHRISTENSEN,
W. E. CARPENTER,
Committee.

By Div. No. 843, Bellingham, Wash.

Whereas, Almighty God in His infinite wisdom has seen fit to call unto Himself, our beloved brother, Chas. E. Watson, in whose death is the loss of our daily companion; and

Whereas, Our brother, like a worker exhausted from the day's labor has peacefully entered the portals of rest; therefore, be it

Resolved, That we extend to the brothers and sister our sincere sympathy, and commend them to the protection of Him who does all things for the best; and that our Charter be draped for a period of 30 days in memory of our departed brother; that these resolutions be forwarded to the sorrowing brothers and sister and a copy be sent to the MOTORMAN AND CONDUCTOR for publication and a copy be spread upon the minutes of Local Division 843.

September 21.
S. W. DAVIDSON,
W. L. WALDRIP,
JOHN MCKECHNIE,
Committee.

By Div. No. 580, Syracuse, N. Y.

Whereas, Almighty God in His infinite wisdom, has seen fit to remove from our midst, our beloved brother, Harvey Shattuck who was a loyal member and faithful worker of Division 580;

Resolved, That we the members of Division 580, extend to the bereaved family and friends, our heartfelt sympathy and assure them that our grief is only second to theirs; and

Resolved, That our Charter be draped for a period of thirty days and a copy of these resolutions be sent to the bereaved family and to the MOTORMAN AND CONDUCTOR, and also be spread on the minutes of our Association.

Signed
September 22. OWEN LYNCH,
WM. MCGINN,
T. J. VAN ETTEN.

By Div. No. 517, Gary, Indiana

Whereas, Our loving Father in His infinite power and wisdom has seen fit to suddenly remove from our midst, our esteemed brother, Leon Prevot, in whose death we have lost a faithful companion and his family, a loving husband and father, and while

we know that words cannot alleviate the grief of his loved ones, yet we feel that it will be a consolation for them to know that faithful friends and brothers offer their deepest sympathy; therefore, be it

Resolved, That Division 517 in regular meeting assembled, extend to the bereaved family, our heartfelt sympathy in this, their sad hour of bereavement; and, be it further

Resolved, That the charter of Division 517 Amalgamated Association of Street and Electric Railway Employees of America, be draped for a period of thirty days, as a token of respect for our departed brother, that a copy of these resolutions be sent to the bereaved family, they be spread on the minutes of this meeting, and a copy be sent to the MOTORMAN AND CONDUCTOR for publication.

COMMITTEE,
October 6th. S. A. MASON,
J. NOWAK,
S. B. WARD.

By Div. No. 537, Holyoke, Mass.

Whereas, Almighty God in His infinite wisdom has seen fit to remove from our midst our esteemed and beloved brother, Philip Jubinville, in whose death we have lost a true and loyal member; and while we know that words cannot alleviate the grief of the beloved widow and family, yet we feel it will be a consolation for them to know that faithful friends and brothers offer their deepest sympathy in this, their dark hour of affliction; therefore, be it

Resolved, That we, the members of Local Division No. 537, Amalgamated Association of Street and Electric Railway Employees of America, extend our heartfelt sympathy and consolation to the bereaved family of our late brother; and, be it further

Resolved, That copies of these resolutions be spread upon the minutes, and a copy sent to the bereaved widow and a copy be published in the MOTORMAN AND CONDUCTOR.

Attest:
Sept. 13, 1923. WILLIAM F. GOULD,
H. R. DRIBON,
WILLIAM BERGERON,
Committees.

By Div. No. 537, Holyoke, Mass.

Whereas, Almighty God in His infinite wisdom, has seen fit to remove from our midst, our esteemed and beloved brother, Ernest J. Berthume, in whose death we have lost a true and loyal member; and while we know that words cannot alleviate the grief of the beloved widow and family, yet we feel it will be a consolation for them to know that faithful friends and brothers offer their deepest sympathy in this their dark hour of affliction; therefore, be it

Resolved, That we, the members of Local Division No. 537, Amalgamated Association of Street and Electric Railway Employees of America, extend our heartfelt sympathy and consolation to the bereaved family of our late brother; and, be it further

Resolved, That copies of these resolutions be spread upon the minutes, and a copy sent to the bereaved widow and a copy be published in the MOTORMAN AND CONDUCTOR.

Attest:
June 30. WILLIAM F. GOULD,
JOHN B. SULLIVAN,
WM. DOUCETTE,
Committees.

By Div. No. 537, Holyoke, Mass.

Whereas, Almighty God in His infinite wisdom has seen fit to remove from our midst our esteemed and beloved brother, Berny Tella, in whose death we have lost a true and loyal member; and while we know that words cannot alleviate the grief of the beloved widow and family, yet we feel it will be a consolation for them to know that faithful friends and brothers offer their deepest sympathy in this, their dark hour of affliction; therefore, be it

Resolved, That we, the members of Local Division No. 537, Amalgamated Association of Street and Electric Railway Employees of America, extend our heartfelt sympathy and consolation to the bereaved family of our late brother; and, be it further

Resolved, That copies of these resolutions be spread upon the minutes, and a copy sent to the bereaved widow and a copy be published in the MOTORMAN AND CONDUCTOR.

Attest:
July 30. WILLIAM F. GOULD,
JOHN B. SULLIVAN,
WM. DOUCETTE,
Committees.

Edited by Local Division Correspondents



**LATE BROTHER JOSEPH DWYER
GAVE HIS LIFE TO SAVE PASSENGERS**

Scranton, Pa.—The recent death of Brother Jos. Dwyer of Division No. 168, Scranton, Pa., is an illustration of what it means to be a real street car conductor or motorman, with a full sense of responsibility and the will to assume it. Brother Dwyer was a Scranton street car conductor. Sunday, October 14, his car was moving on one of the Scranton grades on Mulberry St., when a leading car got beyond control of the crew and backed against the car on which Brother Dwyer was working. The crash was tremendous and put the front end of the car out of commission, sending both cars back down the grade at terrific speed. The passengers rushed for the rear platform to evade possible injuries from front. Brother Dwyer knew there was no further danger in the front of the car and he placed himself before the passengers, keeping them from entering upon the rear platform, knowing well that his car was to collide with the car following, and there was imminent danger. To prevent the passengers from sustaining injury he maintained his position upon the platform, holding the passengers back until the terrific contact occurred and the platform occupied by him was wrecked. He had set the handbrakes. But this did not materially lessen the danger. He was taken from beneath the wreckage to a hospital. The flesh of his left leg had been torn off from knee to ankle and he sustained internal injuries, which resulted in his death, a few hours later. However, before his death there was a transfusion of blood from his Brother James, but this failed to sustain him. His left arm was broken, among other injuries. Even an operation upon his leg failed of relief. His motorman, Thos. Bengt, who was at his post at the time of the first contact, also sustained serious injuries, but will recover.

High tribute was paid to Brother Dwyer for his thoughtfulness and persistence in the interest of the passengers, whom he saved from injury and perhaps some of them from death. Claim Agent Fahey of the Company said of him: "No man, here or elsewhere, ever showed greater heroism. He had the chance to save his life, to get off without a scratch. He had time to deliberate and decide whether he or his passenger would be saved. To desert the platform meant probably a dozen women and children would be killed. Joseph decided to take the blow himself, and it came to him without mercy. A more heroic martyr never gave up his life for others."

OPPOSE PAVING EXPENSE

Port Chester, N. Y.—It is being discussed from day to day in New York by the Public Service Commission about remedying poor roads, service, etc. The first is, How the money is to be raised. It may seem fair and just to the public to have the companies pay for the pavement on which the car tracks are laid, but the public does not stop to think that other vehicles travel over the same ground and that the paving of the tracks by the street railway company is paid by car riders, who are not so well able to pay the tax as are the real people upon whom the burden would fall, if the city would pave its own streets. If this system of taxation is to be retained, however, why not levy a tax on all bus lines. In this way it will lessen the burden on the street car riders and, of course, impose it upon those who patronize competition. It is unfair to make the street car company pay a tax that other users of the streets do not pay.

To fairly distribute this tax would give the employees of the car companies better pay, with which to support their families. At least it would relieve the situation from the plea of inability to pay. Statistics show that the average man earns but \$25. a week and he probably is paying \$45 to \$50 rent, which is far above his means. We cannot expect the coming generation to be strong and able to fill the responsibilities upon them under such conditions when the parentage lives under such condition.

Now this problem is far too big for one man, but a large body of level headed men will be able to do much concertedly. Busses are not the only cause for the decreased car ridings, as one-man cars and a twenty-minute headway have something to do with it. Suppose street cars were abandoned in this city. Where then would be public opinion? The public has it in its power to remedy this situation so that the street car company would be able to supply a first-class service and pay reasonable wages to the employees. Possibly the employees themselves can size up the political situation and do something.

Motormen and conductors have held the most thankless and underpaid jobs since cable car days, when they only received a mere pittance for their labors. Then the companies made thieves of the men by putting spotters on their trail. Take away this part of the current expense and trust the employees as you yourselves wish to be trusted. Pay them a living wage and not lead them into temptation. I don't believe any man, regardless of who he may be, cares to be watched at his work. The president of the railroad would not want to be watched while he performed his duties, as light as they are. Neither would he want to be underpaid.

Railroads really have prosperity in excess of their actual investment. Why should they not co-operate with their employees instead of treating them as slaves, as most railroads do.

—481.

AWAITING WAGE AWARD

Battle Creek, Mich.—Division No. 333, in association with the other Locals interested with us, is patiently awaiting the award of the arbitration board before whom our wage rates of the present agreement were recently arbitrated. The case has now been long pending the award. We understand the arbitration board has met three times on three different occasions, extending over some three weeks, and there must be some hitch somewhere or it would not take so many meetings to come to a conclusion.

The suspense in awaiting our award seems to drive away other news and we have but little to say at this time, except that on December 11, will take place our big annual feed. It will be a general meeting—sort of banquet and we hereby extend an invitation to any brother who may chance to read this, to be present on that occasion. We hope to have some things good to eat and some fine speakers with us. Of course, the committee in charge has been instructed to see that there are smokers, as we wish on that occasion to make some smoke. Come one, come all, and bring your appetites with you.

—O. M. N.

WATCH THE RAIL

Bridgeport, Conn.—Local 459 is here once more and can report doing fine. This is the time of the year that trolley-men have to be ever on the job to prevent skating on slippery rails the falling leaves of Autumn bring to us, but it is in the business. When the old leaves fall, they love to fall right on the rail.

At our nomination of officers, let the big brothers who are not satisfied with the present Government come to the meeting and accept some official position so they can express their views in the ensuing year. Brother Pat Ryan is taking his usual winter vacation.

Brother Jock MacAllister just came back from the South. Jock said the climate is wonderful but the roads are terrible. The next time Jock will go in an airship.

Brother Brandt is back from a thirty days vacation. He was fishing 29 days out of the 30 and had a good time.

Brother Eddie Price is a jack of all trades. Brother Johnny Farrel, the only man they don't relieve from the first broom up, is the Gen. Manager. Brother Tom O'Beirne's wife presented him with a little baby girl. More power to him.

Motorman "King" O'Connell is seen a lot around Port Trumbull Beach.

Brother Joe Wolpin who wrote for the Local to the M. and C. has resigned and gone into the lunch business on Congress street near the barn. He has the best wishes of all the boys. He has been a member of the Amalgamated since 1908 and a trolleyman for 20 years.

The writer can claim that Local 459 has as good set of trolley-men as there is in the country. This city being an experimental burg, we had to go through the mill. We had the Five Cent fare with transfers, the six cent fare, the zone system, the five cent fare without transfers and now the token system at 7½ cents with transfers and one-man cars. Most of our new men get blue in the face before they qualify as a trolleyman of to-day, but it is like eating pie for the old timers.

Our manager gave out warning that all men should be careful on slippery rails. The famous manager says it is better to be careful than to be suspended six months twice a year. That twice-a-year business means that you get the rasselberry. So near, and yet so far.

One must be right in the ring with the men to make a good write up, so I will have to say, good-bye boys and fellow-workers as far as writing is concerned. But I am right there, Johnny on the spot with Local 459 forever and ever and hope that same good brother will step in and send the radio broadcast to our big editor to represent us in our wonderful journal, the M. and C.

JOSEPH WOLPIN.

HEART IN CALIFORNIA

Halfax, N. S.—While stepping from his car recently, Brother Fader one of our members, was injured by an automobile. We are pleased to report that he is rapidly recovering and we expect soon to see him back on the Armdale Line.

Brother W. Cameron enjoyed his vacation in Sydney.

How is this? Brother Larry Day, one of our eminent Nimrods, recently returned from a hunting expedition and brought in a fine, large moose. He had the moose as a witness of his being an expert shot.

We make the announcement that in our last letter, where we had Brother Little was going South for the Winter, we had been improperly informed. In apologising, however, we may say that if Little is not in California, his heart is.

Brother Robie Purcell has much difficulty in finding the pole on the bus.

Get in touch with Brother Vaughan if you are wanting to borrow a gun.

We note that the Inter-Company Bowling League has opened for the Winter Season. The road team is in the lead so far and is captained by Brother Berringer. This is good, clean sport, and is well worth spending an hour on Tuesday evening rooting for the Never Sweats.

Each and every member of Division 508 should make special effort to attend the meetings during November and December at which meetings will be first, nomination, second, election of officers. Be there and have your candidate present, or his written consent to run if you wish to nominate him. If you

are dissatisfied with any or all of our present officers now is the time to make the alterations desired.
—508.

EXTENSIONS NEEDED

Peterboro, Ont.—At the regular meeting of Division 622, held October 14, there was a large attendance and much business was transacted. A light donation was contributed to some who were on strike. This was upon special request of the International President.

Our officers were anxious to have a large attendance at the November meeting, as nomination of officers took place at that meeting. Some of our brothers had been deeply hurt by personal remarks about the way in which they had been used. We hope this will be the last offense of this nature, for neither the obligation nor the constitution of our Association, to which we have all agreed to live up to, allow such conduct.

Brother W. Shea is looking fine, holding down the time to perfection.

As soon as you go out on the Jackson Park Line you are badly neglected, says Brother W. Whitworth, although he admits that Brother R. Guthrie is very cheery towards him mornings.

Some of the brothers are going strong on the love making line. Even though it is difficult to associate it with their other work.

Extensions to the street car line here this year were very light—not a rail length added to these lines in the last three years. It is time something was doing.

Our brothers are building strong on the hunting fever. They will be happy when they get their deer.

Brothers Fry and H. Smith are great on butter-milk.

Brother P. McGrath is authority that this city needs overhead steam railway crossings. It would be a lot easier on the street railway property and much better time would be kept by the men. It would avoid the necessity of reckless running to make up time.

—622

HYDRO EXTENDING

St. John, N. B.—Division No. 663 is still active in its endeavors to defeat Kaiserism that put its members on the street by means of a lockout instituted June 29, 1921, despite the efforts and words of one of the former employees: "We will eat snowballs before we are through with them."

So far we have had two severe winters within the period of our lockout. There was lots of snow but none of our members has been weakened by Winter's fruits. We are standing solid with one another and are not turning our backs to the good, old motto, "United we Stand, Divided we fall." We may in time see the table reversed, as the city is making great headway with the Hydro, and the meters of the power company are coming out and being substituted by the City Hydro going in as fast as possible. Also the majority of our streets are lighted by the Hydro current.

We are holding some splendid meetings. I must remark that at our meeting held August 27, some of the boys entertained us with songs and recitations. Brother Wm. Nickerson rendered a comic solo entitled: "Gone Forevermore, or My Little Blue Haired Boy." Next was a reading by President Ira D. Ferris, "Be Ye Cheerful Givers." A dialogue by Brothers Moore and Wyld was appreciated. The subject was "Repent for the Time is at Hand." A recitation and solo by Brother Ingraham ended the program. We all spent a very pleasant evening. You see it is best to be on hand at every meeting, as you never know what good things are in store for you.

I regret to report that Brother Winalow Caldwell is sick but is slowly recovering and we expect to soon see his smiling face with us.

Brother Pearson is also recovering from a severe illness.

The Brothers would be pleased to know if there is any magnetic power at E. St. John or whether Brother Morrow has forgotten the way to the meeting. May be Brother J. Wood could escort him down to Church providing some other good brother would act as guide.

Brother Thos. Maxwell has launched out on the sea of matrimony. The two have our best wishes for a long and happy life, full of pleasant events.

—CON. 663.

HAIRPINS ENTER DIVORCE COURT

Rochester, N. Y.—Division No. 282 can report very good progress. We sent a full delegation to the Oakland Convention and they gave us a detailed report at our last meeting.

I would like to say to the brothers who hammer so much, that the proper place to talk is at the meeting hall and not in the car barns. Attend your meetings and show the proper spirit. Get behind your officers and show the world where you stand.

Brothers P. H. Arthur and Thos. Holloran who made the trip to the International Convention with our delegates report that they had a most enjoyable and instructive trip.

Brothers Sam Flowerday and Geo. Steiner attended the Toronto Fair the last week in August. They report that they had a very agreeable trip and saw some genuine beer with real foam on the glass. At least that is the way it appeared to them. Others might have made a deeper investigation with more unquestioned assurance.

President S. J. Simmons, Business Agent W. F. Norton, Recording Secretary J. A. Lawrence and Board Member E. M. Dwyer, represented this Local at the International Convention held in Oakland. They report that the Convention was a success from start to finish and most harmonious.

There is some talk of Division 282 holding a smoker soon. Let's all put our shoulders to the wheel and boost for 282, and we will be able to put the smoker across.

Brothers, bear in mind that your organization is as good as its membership makes it. Your officers can only go as far as the members themselves will support them. Our strength lies in our membership. Our spirit is the united spirit of our membership. If we sense this we will be able to maintain the respect of our fellow man and be able to enjoy the fruits of organized labor to which we are all entitled.

This is the time for slippery rails. Let's be on guard at all times.

Bowling season is now at hand. Brother J. A. Lawrence is Captain of the State Street Team and this team wishes to challenge any team on the system with the first test to be made with the E. Main Team.

In the past year death has taken some of our old members from our ranks. We report this with much sorrow and it is needless to say that the sympathy of our members goes out to their bereaved families.

President C. J. Simmons, who it seems was found guilty of the presence of hairpins under his berth on the train while returning from the Oakland Convention, and was sentenced to 20 years in Salt Lake, is still in our midst. We wish to call this to the attention of Brother Leahy of Staten Island, the Judge who sentenced him. President Simmons wishes it understood that he will avoid this sentence until he can obtain some assurance that the water in Salt Lake becomes more modified in temperature. He says he takes a bath once each year, whether he needs it or not. So it is presumptive that he will not enter on that Salt Lake sentence before the late Spring months of 1924. —282.

ELECT NEW PRESIDENT

Atlantic City, N. J.—We have recently placed in the chair, brother J. McCarty, as our leader and president. In taking over the office Brother McCarty requested that every member be his mentor and guide. We believe he will make an efficient president.

Brother P. Burke has discontinued acting as street inspector and is again on the front platform.

Brother Dan Coughlin is again on the executive board. This speaks well for his past service.

It seems Brother F. Arlan had the wrong dope on the world's series. We hope he will have better luck next time.

Brother Rob. Coull is rather anxious to know whether or not Papyrus, the English race horse has stopped running after Zev, the American champion.

Brother Wm. Hanna found life too slow and uneventful as a single man, so he strolled out of town a few days and returned a married man. We tender our congratulations.

Brother Capt. Hammell is now on his vacation and it is rumored that he will return to the Savannah avenue loop and send the cars speeding out on time. It is getting rather chilly and we hope his office may be heated.

Brothers Nelson, Stiner, Walton, Conover and Mather have returned from pleasant vacations.

There is a force and a power which organized labor must eventually assert to become a part of the commonwealth. Unless labor is to be a sharer in

the nation's good and ill luck, it was a mistake to extend the franchise to giving the alien, the means of upsetting the nation's industrial life. We are often accused of looking merely to our own sectional interests, the question of wages. Yes, this is quite true, for what else have we to look for? Nevertheless, this gives color to the accusation that labor is an interest outside of the Commonwealth. This is a pernicious delusion and labor must prove it so. It is disastrous for the community as it tends to keep a large section of the population, which is growing in power and influence, indifferent if not actively hostile to its welfare. It is no less disastrous for the workers themselves, since it is only by vindicating for ourselves the full status of citizenship, accepting all its responsibilities and claiming all its prerogatives that our social salvation is to be found.

We shall begin our entrance into the Commonwealth first by making our Local Unions a home of honorable, true, sincere and efficient men and not a harbor for every irresponsible being. We must take only real men and we must pass laws that the character and ability of every applicant be thoroughly investigated. Let us seek only men that have civil tongues and who keep their word. Men that are loyal to their employer. Men that are as honest in a dark room as they are in the public. Men that do not want something for nothing. As workmen, we must render true and faithful service. This is the most fundamental way that will cause our employer to see the value of organized labor.

Our next effort must be to produce good citizens. We must encourage responsible citizenship. Every member must vote and vote carefully, for that makes good citizenship. The obligation of voting presupposes the obligation of honest voting. The obligation of honest voting presupposes the obligation of conscientious voting. With this accomplished, we have advanced a step in destroying the prejudice against organized labor. We are showing more firmly that we are a part of the Commonwealth.

Lastly we must raise our voice against laws that appear unjust and particular against laws that tend to degrade the labor movement, for we as a united body can do much to counteract such laws. We must deplore the efforts of foreign propagandists to belittle our American histories, by belittling our famous statesmen and the events that mark the beginning of our glorious nation. We must guide our statesmen through their difficulties. We must condemn any society that supports lawlessness and mob rule. We must urge the best of civic improvements in our own city and make it a better place to live in for everybody. We must remember the orphan and make the poor and homeless as happy, as possible. Having accomplished this, we become better men and more disciplined and efficient citizens. —774.

FOURTH ANNUAL DANCE

Kingston, N. Y.—Division No. 953 held her fourth annual dance October 24. Our committee wishes to thank all brother members who participated in any way to make this affair a success. It was a success both socially and financially.

Our members are urged to be present at our next meeting. Final action on the by-laws will take place. Those failing to be present should not grumble if the rules and regulations of the Local as adopted, do not meet with their approval.

Brother John Winchell is erecting a garage on his property so some said, but it is not so. Brother John says he will not join the motorists for sometime.

Brother Peter Crough attended the World Series in New York.

Brother Lew DuBois spent his vacation deer hunting. Some believe he was "deer" hunting.

At a recent meeting, three new applications for membership were received and approved.

Beginning October 21, and continuing through the Winter months, the company will operate the "Jigger" or one-man car, under the supervision of Brothers J. Feeney and G. Wells. This saves the company considerable money and caused all the runs on the Colonial Line to be changed.

Brother F. Donohue has lost his ten minute run and is again on the Owl.

Brothers T. Burke and M. DePuy have lost their steady run and are now on the extra list.

Brother A. DeGraff was awarded the price of \$5 in gold for selling the greatest number of tickets at our last dance.

PRESIDENT MAHON VISITS SEATTLE

Seattle, Wash.—Sunday evening, October 14, Division No. 387 gave a banquet in honor of International President W. D. Mahon, who visited us on his way from the Convention that closed in Oakland, Calif., to the A. F. of L. Convention. This was the first time in the history of Division 387 that we had the pleasure of giving a sumptuous entertainment at which the marvelous commander of some 125,000 street railway employees and the Mayor and members of the City Council, and Council Officials were in attendance.

Attorney Wm. A. Gilmord, one of our most liberal bar association members of the City, spoke with much approbation of the street car men of this city. He was followed by Editor E. B. Ault of the Seattle Union Record, who bestowed commendations upon our members.

The laborites representing different positions in the labor movement throughout the United States, among whom were President Wm. Quinlan of Division 241, Chicago, Ill., and Business Agent Fred Schults, of Division 268, Cleveland, were given testimonials of our interest in the movement. A. F. of L. Organizer Wm. Collins of New York was also present, as was President Wm. Short of the Washington State F. of L.

All guests in their talks praised the members of our Local for their politeness and efficiency and the harmonious relations existing between the Local and the city. It was also to the visitors from the East a vision of the grandeur of Seattle and the great Northwest and the experience they had in the railway game.

Mixed with appetizing food and speech making were vaudeville acts by Miss Dixie Fuller, the four year old daughter of our Business Agent, Baritone singing by Brother John Moran. With us was Miss Ruth Potter of the Hippodrome Theatre, toe dancer, Miss Allen of the Butler Cabaret, Miss Frances Nelson, Bungalow Cabaret, and Tex Ellis of the Palace Hippodrome.

President Mahon was the principal and last speaker. With the eloquence of his oratory the minds of our city dads were tattooed, as well as those of the carmen who were impressed that they could not live on the combination of natural views. He also stressed the fact that organization has not only improved the conditions of the working class, but has benefited the employers as well.

At a special meeting called October 15, to give the members an opportunity to hear the good things from President Mahon, he conveyed to our men the achievements we have attained, the increase in wages we have received, and the effect of organization on the human race. He was again in attendance at our regular meeting of October 18, where he appealed to the members in the most powerful language that human tongue could utter, the necessity of unionism, the folly of dissention in the ranks and his final remarks, in an impressive voice he told that unionism would live. Even men with cotton batten for brains should be able to see the importance of an organization for protection. He urged all to unite and not let the other fellow alone supply the arteries of labor with the true blood that should avail for the uplift of man.

—587.

ENTERTAIN CONVENTION DELEGATES

Mansfield, Ohio.—Division No. 389 pulled a surprise on the street railway delegates who attended the Ohio Federation of Labor Convention the week of September 24. The convention was held in this city. Wednesday night of September 26, we invited them all to a banquet and entertainment that was given in their honor. Our company officials were present. General Manager Chamberlain, Supt. Coegill, Traffic Manager Wachter and Barn Manager Goodenough were among those present, as were also Chief of Police McClure and some candidates for Mayor. Some of the visiting delegates, although they were good talkers, could hardly express themselves in the way our officials and the members of this organization co-operate. We all made for the dining hall and when we came out there were some rather expressive of being full but no one seemed to be hungry. Then was when the real enjoyment came. The vaudeville acts put on by the Vimmerman family were entrancing. Ask the boys themselves when they get back to your Locals.

I have often mentioned our worthy president, brother Geo. Kurts, and his fiddle, but in the way of a compliment to him, many of our visitors wondered why he wanted to monkey his time away on a

street car. He plays classical music that is seldom heard outside of the largest theatres.

All who attended the banquet expressed themselves as having enjoyed it and our own boys were so well pleased that they are anxious to soon have another like it. It was hard on the Mansfield boys to leave the hall at 3 o'clock and get to work at 5, but they were all on the job the next day.

After a siege of sickness, Brother McMullin is again on the crossing.

"Every day in every way we are getting better and better." The company had all the cars, except one, in good shape for the Fair.

I must mention that Supt. Coegill extended an invitation to all visiting delegates to the Ohio State F. of L. Convention to ride free on our city cars. This was merely another expression of hearty co-operation with us.

Sometime since Brother Whisler returned from an extended trip through the East. He saw a lot of things and has not yet broken off talking about them. The Atlantic Ocean stopped him, or he would have yet been going.

Now boys, let's get to our meetings every meeting night. Every man who is not working or sick should be in attendance and we will be in a position to associate in working this job for all there is in it, for the company, the passengers and ourselves. Meetings are an encouragement and they should be attended to the fullest.

—389.

ONE-MAN CAR DRIVES OLD EMPLOYEES OUT

Hannibal, Mo.—Due to the fact that we had a celebration on the streets of our busy little city there was only a short business session held when the regular October monthly meeting was held. However, the officers are going to put forth every effort to have a real meeting next month. Every member will be urged to attend if possible. The next meeting will no doubt, be in the nature of a smoker, as smokers have always been popular with Division 872.

As the company is installing the one-man car system on the local lines, several of the brothers have already resigned their positions and more will no doubt follow in the near future. Brother Clifford Bunch has resigned to accept a position with a cement company. Brother Jimmie Connell, who for many years has been a familiar figure on the local lines, has resigned, but as yet has not decided just what he will do. Brother Charles Ruhl has also resigned and has been granted a withdrawal card. He has departed for Arizona where he will reside. All of the above mentioned men were very capable and popular men and the company and public will no doubt miss them.

Brother Al. McClenning has taken a thirty days leave of absence, as the picking is mighty dim on the extra board now.

Looks funny to see an old timer like President Pat Seniff fighting the extra board, but Pat says a daylight extra man is better than a regular night man. Guess he is right, at that.

Well—it's pay as you enter in this town now.
—Cor. 872.

APPROACH AGREEMENT RENEWAL

Hamilton, Ohio.—Division No. 738 is 100 per cent and everything is going along smoothly. We held our nomination of officers for the coming year. The endeavor was made to pick out the best men for each office.

Just two more months and we will have a new agreement with the company for 1924.

Brothers Pugh, Cain, Smith, Farmer and Jackson, are authority that there will not be any more rabbits alive when they get back from their hunting trip. It started November 15.

Brother Huston had a midnight caller recently, who relieved him of his watch, a new suit of clothes and an overcoat.

Brothers Newton and Heater are yet on the sick list.

President Harvey was a Hamilton caller recently. Brother John Jackson has purchased a new touring car.

Brother Fred Farmer overslept recently, and the ticket agent called him on the phone. He said he thought the phone rang, but took it for a busser bell to stop at the next street, as he was dreaming.

Don't forget the next meeting. Show the other brother that day what color you have in you.
—J. E. D.

GAIN SUBSTANTIAL INCREASE

West Hoboken, N. J.—Division No. 820 takes in the following barns: West New York, Secaucus and Hoboken. We are 100 per cent in membership. We also appreciate the hard work our president, Brother Albert Nelson and his fellow officers have done in bringing our fight of 54 days to an end. That marks success. Our members at no time showed signs of weakness. A large percentage had gotten themselves temporary employment to keep up the fight. They had confidence in the Local, also in the State Officers of the Association, who were very active in bringing our suspension of work to a successful close. It resulted in a gain of 20 per cent increase in the wages and one day off in each eight consecutive days, with the nine-hour work day. Our wage rates now are 56¢ per hour for the first 3 months, 58¢ for the next 9 months, and 60¢ per hour thereafter.

Our Local regrets that we were unable to send delegates to the Oakland Convention as the service of those whom we would have sent was necessary to keep things going here. We hope the Convention was successful and that the delegates did good work.

Ours was the greatest victory that organized labor has won in the State of New Jersey within the last five years. Of course the great victory that we won was in organizing. That is what placed us in a position to win out at this time. We believe that were it not for the political situation we would have won out in a week but the great trouble here is that our company was used as a political football. It is up to us as members of our organization to use discretion at all times in the conduct of our affairs and particularly in casting our ballots at every election. Let's know where our own interest lies when we go to vote and vote intelligently and co-operatively. Our recent experience stands out as a glowing illustration of what we should do at the elections. As we prepare to vote on elections, we should not forget that we are organized. We suspended work August 1 and after the first week there was every appearance that it was a fight between political factions of the State relative to the support of an unfair competition with our company. Later they passed the buck from the Utilities Commission to the courts where they had the company ordered to operate their cars Monday, September 24, or a receiver would be appointed. Anyhow, the public got a taste of the two types of service, jitney and street cars, and we believe that the public in general would vote to retain street cars in preference to jitneys. We are still hopeful that the local and municipal authorities in this State will pass a bill to abolish this unfair competition from streets where trolley cars are operated. Industry will gain considerably by such a move. In the seven weeks of our suspension, it was clearly proven that jitney busses are not capable of meeting the transportation situation. When after 52 days of idleness the street cars again began to move, the public was pleased. We were greeted with cheers and the blowing of whistles, etc. as though it were a great celebration taking place. The public wants the trolley cars and it is about time the men of political future get themselves together and find some way or means of pleasing the public in general, or they soon will see their Waterloo. During our struggle many of our men drew their funds from the savings club, cashed their bond receipts and used their vacation savings, spending some of their time at the beaches and the summer resorts. While many of us made long stays in our former home towns, many of us became useful as carpenters, blacksmiths, salesmen, road builders, taxi drivers, sub-letter carriers, time keepers, special police, longshoremen, automobile experts, real estate operators, express handlers, etc. We have many intelligent and well skilled men in our ranks. Of course, several obtained permanent positions and will likely not return to the street car work. Strike benefits were disposed of in the most careful manner and at no time did we neglect to look out for the welfare of our brothers who happened to be in distress, or in need of financial aid.

One of our brothers, Brother Abe Diethelm, passed away during our strike and we mourn his loss.

September 19, President Nelson and Brother Appleton, our State Business Agent, reported from a conference with the company officials, which resulted in a proposed agreement. There were 95 per cent of our members in attendance and we voted unanimously to accept the agreement. We were then instructed to report for work September 24, and thus ended our 52 days suspension. We have returned to work with the purpose of giving the

best of service to the public and our employing company. We trust that the type of work we shall render will cause no regret on the part of the company officials or the public that we received the increase we did.

We had public sentiment with us from the beginning, and as soon as the public saw that the suspension was converting itself into a contest with jitney busses, I am sure that the public was solidly with us, and against the jitneys.

We wish to thank all who assisted us in our struggle.

Visiting brothers who cheered our meetings were Brothers Harry Jones of Paterson, Wm. Wegner, Newark, Chas. Cullen, of the United Hatters, Jere J. Casey, General Vice-President of the Blacksmiths, Springfield, Mass.; and Valentine Bauch, of the Machinists, Jersey City, N. J.; Hon. Mayor Weller of West Hoboken and Board of Council comprising Councilmen Keim, Hopper, Geist, Beimer, Walsh and Juchter. Also Hon. Mayor McNeil of West New York gave us an instructing talk on our situation and the stand we took. Now that our fight is won, let's get down to business and make for harmony, please the public and keep up the motto "Safety First."

President Quinn of the New Jersey State F. of L., and Brother Chas. Jennings of our Central Labor Union, endorsed our strike and adopted the plan of abolishing jitney busses on streets where trolley cars operate. They gave us good support in getting the endorsement of the entire labor bodies of the State, which we appreciate.

International Vice-President P. J. O'Brien and A. F. of L. Org. Wm. Collins rendered good assistance to us in our affairs during their stay, which was appreciated.

Help the fellow worker who for some reason may get a little dismayed in his daily grind and by doing so, show a good sign of brotherly love and the spirit of unionism.

We congratulate our president, Brother Albert Nelson for his cool headed direction of our affairs and trust he will not refuse to return to the leadership of our Local for the year 1924. Brother Arthur Appleton is also entitled to credit, as is our entire Joint Conference Board for the work they did in bringing about a settlement satisfactory to all, and re-establishing the proper spirit of good will between our Local unions and the employing management. With such co-operation the public will not be neglected.

—ETT.

SNOW APPROACHING

Brockton, Mass.—The Brockton Fair occurred in September. It was a busy season. It was a relief when the Fair was over, as it was up at 4 o'clock in the morning and to bed at one in the morning. This gave us three hours rest. Many familiar faces were back for the Fair week. It sure did seem like old times. There were two men on a car and the good old open cars were running down the circuit. Now that the Fair is over, street car service is still not so good.

Thirsty railroad men around our "Village" are yet able to find some places that the liquor inspectors are yet to inspect.

Bertie Bumpus still smiles. We don't blame him. The foreman of the Torrey St. Car Barn recently told a certain blue uniform man: "It may be 12 o'clock daylight saving, but we are now working under Eastern Standard."

Boardman the Great, although he opposed the Hackneys for Fair Week, found his words of wisdom were of no success. Can't always have his own way. He must lose the hard feelings that he must remove the rails on Court St.

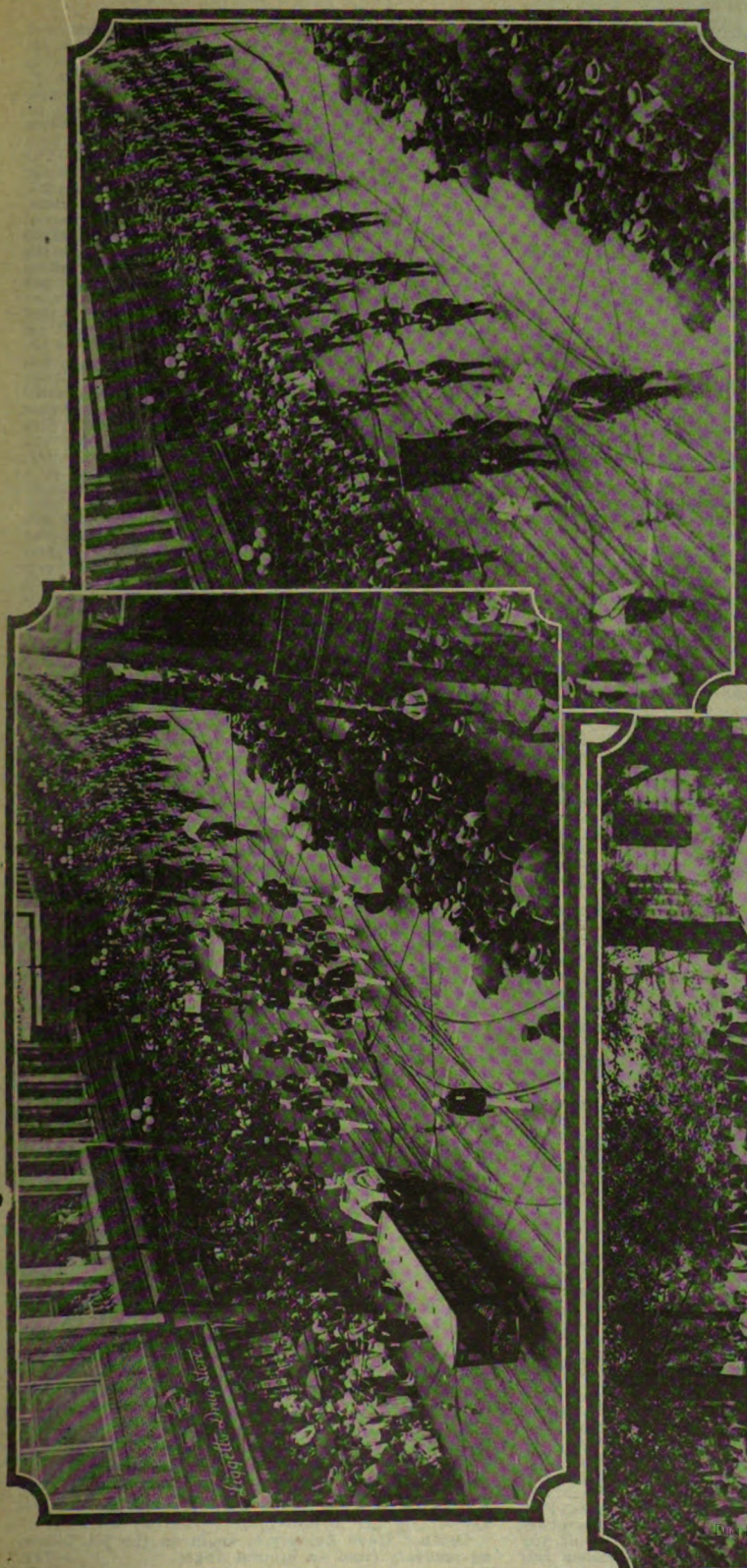
Spotters were thick here during the fair. The expense the company went to in bringing them here, and paying their salaries was hardly worth while. Leave them alone, and they will be O. K.

Is it a style at the car barn to start wearing a mustache, or do you visit the village in which you are afraid of a certain clique?

We are glad Inspector Dillon is back after his accident. We missed his words, or whatever you may call it.

Suppose Brother Fred Wilson has harvested all of his cranberries. Between his berries and his collecting dues and assessments, he does well to work Saturdays, Sundays and Holidays. We wish we had his roll.

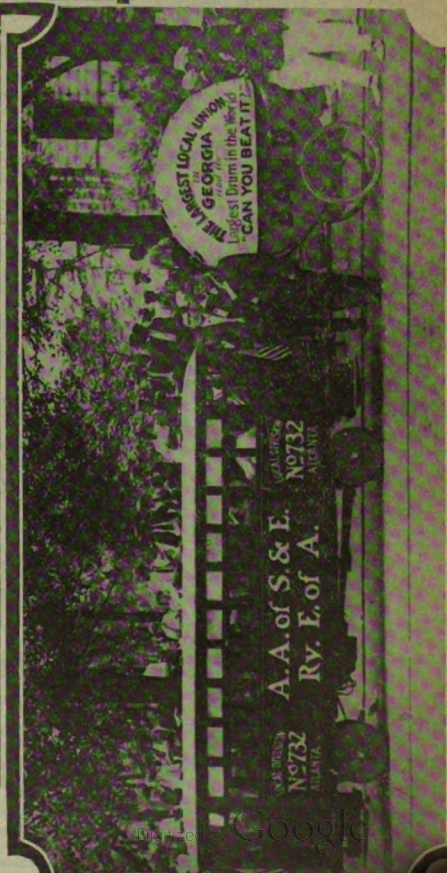
Snow will soon be here, and we trust the company will furnish heat enough to keep from freezing stiff the way we did last year.



ATLANTA LABOR DAY SCENES

Atlanta, Ga.—Hundreds of union workers from the Georgia Railway and Power Co. were greatly in evidence in the big Labor Day parade held in this city Monday, September 3. The miniature street car built by the company led the carmen's craft. Our band, which was trained by Prof. D. N. Baldwin, was much in evidence as leading our parade. This band was picked from the ranks of the motorman and conductors. Bob Baldwin was the designer of the miniature street car, which pulled the largest drum in the world. Major Bob deserves much credit for the interest he manifested in the success of the car men. Local Division 732 was awarded first prize of \$100, and we want to thank the Georgia Railway and Power Co. for the interest manifested in making Labor Day a grand success.

—732.



WILL NOT FORGET ATLANTA

St. Louis, Mo.—The Delegates of Division 788 returned from Oakland and report a good time and a strict adherence to business at the 18th Convention of the Association. They particularly wish to extend thanks to Division 192 of Oakland for the hospitality shown them and to the people of Oakland with whom they came in contact as they report that hospitality was general. It must have been a great convention as our boys are saying many good things about the Convention and Oakland. They also pay high tribute to the committee of Division 192, and the members of that Local whom they met. Division No. 788 is pleased with the report brought back by the delegates and here goes for the future.

Our Local is in a very healthy condition. We are holding well attended meetings and obligating large classes of applicants for membership at each meeting. Very few grievances are reported to the meetings, which is a tribute to the good will that exists between our membership and the managing officials of the property, as well as the good will of the public. Let's hold to it.

Brother Tom McCoy is on the sick list.

Brother Marsh recently sustained a paralytic stroke and was taken to St. Johns Hospital, October 28. He was in a very delicate condition. We hope he may recover.

Brother Joe Davis of the Wilson Line, on October 26 tried to prevail upon two negroes to get off the bumper of his car. One of them drew a revolver and shot Brother Davis in the jaw, causing a bad wound. He was taken to the hospital. We trust he will again soon be on the job. The negro got away in the large crowd that gathered.

We were pleased to see our old friend Louis Koch at South Broadway recently, with that old familiar smile and warm handshake. He presented each with a present, in the shape of a time book and union guide. I am sure it will be appreciated in the same spirit that it came, as we will make good use of it. Brother Koch is now with the Fisher Jewelry Company, 603-4 Victoria Bldg.

When the Atlanta correspondent reads this, I wish he would bear in mind that Division 788 is particularly interested in Division 732, and would be pleased to see a few notes from them each month in the **MOTORMAN AND CONDUCTOR**. The boys who represented our Local in Atlanta will never forget the kindly favors shown them by the members of the Atlanta Local and they have told so much of the Atlanta Local, that every member in our Division is anxious to hear each month how they are progressing.

—788.

WILL VOTE ON ONE-MAN CAR

Ottawa, Ont.—Division No. 279 is confronted with the possibility of the one-man car. Up to this time the introduction of this menace to safety has been kept out of our city. Thirty years ago there was a provision made through the franchise and granted this company to the effect that there must be a conductor and driver on all cars. The company is now endeavoring to educate the public to the advantage of the one-man car as a possibility of the continuance of the five cents fare. The question will be submitted to the citizens at the election in January. It would appear that Labor's rights, especially applying to the street railway employees are lost sight of by the City Council. Thus it is about the time that we follow all other Locals and elect a representative of our own in the Council. How about it?

Confidence begets confidence. Can we continue to have confidence when we are being betrayed on every hand and advantage taken of our seeming indifference? Self preservation is the first law of nature. It must be practiced if we intend to survive.

Promises from those in authority, both in the industry and politics have meant nothing but to a few individuals, and individualism has been the undoing of this Division. Our motto is: "The greatest good to the greatest number—each for all, and all for each."

President McRae has recovered from his recent illness and operation. He was confined to the hospital six weeks and three weeks at his home.

The recent death of Brother Wm. Deevie will recall to the memories of other Locals that he was the delegate from this Local attending the Rochester Convention of the Amalgamated. We have lost a faithful and experienced member. He was a charter member of this Local. He was president for three years and an Executive Board Member for

six years. His devotion to this Division might well be copied by others. Our deepest sympathy is extended to the bereaved family. High tribute to Brother Deevie was expressed by Brother Wm. P. Jennings at the last meeting when a resolution of sympathy was introduced.

A strict following of the constitution regarding dues is to be the future policy. Too much has been paid out on delinquent members in the past. The responsibility for a paid-up working card is with the member. Several have been suspended and more will follow unless members comply with the constitution.

We are pleased to learn of the re-election of Brother Wm. P. Jennings, a member of our Local, as Fourth International Vice-President. This is the third term Brother Jennings has held that position and good results have followed every effort put forth by him during that period.

About the meetings: Our condition is such that the need of attending meetings does not exist? If experience means anything, let us benefit by it. The necessity for organization was never more felt than now.

The entertainment committee has not yet reported the result of the recent euchre but it is expected that over \$250. will be placed to the credit of the Sick Benefit Fund.

—279.

DEATH TAKES CHERISHED MEMBER

Syracuse, N. Y.—September 15 Division 580 met with a grievous loss in the death of Brother Harvey Shattuck. Brother Shattuck was one of our original members. He was a motorman here for 31 years with his first experience in street railway work as a horse car driver. From the beginning he was most devoted to our Association. The family has the sincere sympathy of our Local.

Business Agent Owen Lynch and President Wm. McGinn represented Division 580 at the Oakland Convention. They have returned and brought back a fine report from the Convention and are also qualified to give a very clear description of the Western country through which they had the pleasure of riding. They pay glowing tribute to the Oakland Locals for the entertainment and attention given delegates and visitors during the convention.

Brother S. H. Cole is authority that one gets there quicker going slow, while driving a Ford. He comes to work in one.

Our officers were guests recently of Division 582, Utica, N. Y. and were treated fine. A ball game was enjoyed and followed by an old fashioned clam bake. We wish the Utica boys the best of luck, but would advise them to be cautious of us in the next ball game.

Now, brothers, let's get to the meetings. Bear in mind that if we were not organized we wouldn't have any meetings. Most of us wouldn't dare go to a hall where union men were assembled. It is a good deal like voting. We all want the privilege of voting, but when it comes to vote we stay at home and the result is that on election day but about one-half of the people vote and the others remain away from the polls. We all want to be union men, but we should come forward and attend meetings.

—580.

ADDING NEW MEMBERS

Lewiston, Me.—Division No. 721 is now adding some new members at each meeting and things are in fine shape here. The management is always willing to listen to our grievance committee upon conditions in employment and relations are good.

Business is dull at this time in Lewiston, due to low water. Water is an important factor of Lewiston's business.

Brothers Footman and Leonard recently enjoyed a brief hunting expedition, and rounded up a fine, fat partridge. They didn't extend their adventure into the wild animal thickets.

Brother Dehette is on the sick list.

Brother Daignault is again on the job after recovering from a recent illness.

Recently our relief branch gave a banquet and entertainment. Jimmy Gimex, our genial Roadmaster, was caterer and he did a fine job.

Brother Al Hebb has purchased a new Durant. The girls at Thome's Corner are taking notice.

Brother F. Parent is again on the Lake Line and the ladies say he has grown handsome.

Brother Gus Levaussuer is organising a Whist party.

Brother Dave Ackert is again on the job following recovery from an injured finger.

—721

OBTAIN NEW WAGE RATE

San Francisco, Calif.—Division No. 518, as this is written, has just completed a general sign up and the boys are happy on their new runs. After nine months of effort by President D. J. Curry and our committee, we have succeeded in getting an increase in pay establishing a wage rate of 67½ cents per hour for an 8-hour day. This is an increase of 40¢ per day and will help some.

We are in close touch with Oakland, our neighbor across the Bay where the 18th Convention of the Amalgamated Association was recently held, and we are in a position to say that it was a big affair. We are sure our Eastern brothers enjoyed their trip and their visits to Oakland and San Francisco. President Dan Curry and Brother John Mooney were our delegates in attendance at the Convention and they were our representatives in extending to the delegates the courtesies of Division 518 and we wish to say that we appreciate the appreciation that was witnessed on the part of the delegates and visitors with whom we had the pleasure of getting in touch in the various ways, available to us. The Convention paid special tribute to the memory of our late Brother Dick Cornelius, who was one of the pioneers of the movement upon the Pacific Coast, and who undoubtedly, more than anyone else, paved the way for municipal ownership and the maintenance and enlargement of our Local in this city.

President Dan J. Curry at a recent meeting, for some reason, tendered his resignation. Dan has been a hard worker and may have gotten tired of the job. But our members refused to accept his resignation and he will be compelled to stay to the finish and we hope after that. Dan is a capable man and there is no questioning his fidelity and devotion to the organization.

Financial Secretary Dan Hanley at this writing is a very sick man. We hope before this is read he will be back on his car. Brother Tom O'Donnell is acting Financial Secretary during his illness.

Our annual ball was a big success and our sick and injured fund was swelled considerably.

Brother Tom Foley has been operated upon and has practically recovered.

Some of our old time boxers and wrestlers are again seen on the cars. They seem to like the hours on the Municipal Railway. It is a straight 8-hour shift. Among our younger members we have the Olympia Club. Crack welterweight wrestler LeRoy Snow has asked me through these columns to challenge any welterweight carman in the United States. Address him at 2600 Geary St., San Francisco, Cal.

Many of our boys, among them Brother Robt. Turner, who recently bought a new Dodge, are taking advantage of the reduction in the price of automobiles. Arthur Morford had a Cheve, but it seemed to leave Oakland, so he had to sell it over there.

Deepest sympathy is extended by our members to Brother James McElwain, whose beloved wife recently suddenly passed away.

—COR. 518.

WILL CONTINUE STRONG

San Jose, Calif.—We are yet maintaining practically 100 per cent membership. We purpose to so continue for time without end.

We are pleased to submit from the report of our delegate that the Oakland Convention was well attended and a great success. Financial Secretary Fred C. Vlierke represented Division 265 at that Convention. He was chosen as our delegate as a mark of our appreciation for his untiring efforts in our behalf. He never fails as and has been one of the strong pillars of our Local for years. Brother J. W. Truesdell was alternate delegate. Brother Truesdell intended to attend the convention but he met with a serious accident, which prevented it. With others he was on a wild mountain road when his auto plunged down a 300 foot embankment. He was thrown out about 150 feet down and suffered four broken ribs and numerous other bruises. His brother sustained a broken leg. We are pleased that Brother Truesdell is rapidly nearing recovery.

Brother John Mullally has not yet recovered from a serious illness and we miss him.

A very singular one-man car accident occurred here sometime since. The car was struck by a Southern Pacific train and in the contact the front end of the car was demolished and the car turned around so that the train demolished the rear end, thus wiping out both ends of the car. The operator was thrown through the front glass and picked up unconscious on the opposite side of the steam rail-

way, some 60 feet from where the collision occurred. His changer was torn to pieces and the money scattered along for some distance. We are pleased that he escaped with his life.

Brother Rully Jameson was the leader in giving a dance, prior to the convention, to raise funds to send our delegate. The dance netted \$204.50. Thanks to Brother Jameson.

Brother Frank Spinelli has forsaken the real estate business and returned to the Los Gatos interurban cars.

Brother Wilford Blackmore is the handy man as operator of one-man cars and busses.

Brother B. F. Hawes, who sometime since recovered from a mastoid operation, is again enjoying life on the road.

A truck recently put Brother Tyndall's one-man car out of commission.

A careless motorist who attempted to knock Brother Roy Kennedy's one-man car off the track, was seriously hurt.

Brother Prindel is again enjoying good health.

Brother Will Rasmussen attended the Oakland Convention.

Brother Jack Donahue is handling the freight business.

Brother Black, at this writing, has not returned from an extended trip in Canada.

We all join in thanking the Association for holding its Convention in Oakland.

—265.

MEMBER RETURNED TO INTERNATIONAL STAFF

Utica, N. Y.—Our Local was represented this year at the International Convention at Oakland, Cal., by Brother James Largay, 11th International Vice-President. We had hoped that Brother Largay would be placed upon the General Executive Board but it seems that the Convention Delegates reasoned out that he should be returned to the board of Vice-Presidents. However that may be, we are glad that Brother Largay is still on the International Staff of Officers, as we look upon him as one competent to fill any position in our Association. We know that results obtain from his endeavors and there is no more devoted member of the Association than he.

Speaking about knowing Brother James Largay, we might suggest that anyone who wishes to know more of him may do well to ask the members of the Syracuse base ball team. Syracuse, sometime since, challenged Utica to play a game of base ball. Brother Largay heard of it and whispered to Brother Tallman, and the ball team was formed over night. Like Utica, the Syracuse team had two good men for the battery. Woodard pitched, and a short, stout Dutchman by the name of Brick was their catcher. That latter guy fought hard to beat Utica. In fact he was so vicious that Brother Tallman chased him out of the box with a bat for coaching the umpire on decisions. And talk of umpires, Gates Rosenthal beats them all. Gates happens to be official watch inspector for Syracuse and Utica, so as a business proposition he tried to be square. When all tired from running bases and laughing, score keepers called time and found Utica had 11 runs, three on bases and one out, while Syracuse had ten runs, so the game went to Utica. One of the features of the game was the base running of F. K. Thomas a first cousin of Barney Google.

After the ball game was over, all sat down to a clam bake, to which the boys did credit. Even our friend Rosenthal, who ate four sausages. From there the boys went for a little more recreation—African Golf and Stud. Business Agent P. T. Noon, of our Local and "Windy" Sager, played Golf, while the others played Stud. It was a good thing Gates left his grip at the office, or part of the fellows would have gone home with new watches or other jewelry.

By the way, "Windy" Sager obtained his title at the ball game.

It was hard to tell where the money went but the Syracuse boys seemed to be satisfied when darkness closed the game at the departing of a pleasant day.

Everything is going along peacefully with our Local, and the boys are awaiting the arrival of new auto busses.

There is a little agreement work to be done on this matter for which the boys should attend meetings.

Brother Noon took care of the bearers at the funeral of late Brother Buegner, returning them to their wives without getting smashed from auto accidents.

Don't forget the first and third Thursday of each month.

PULL UP THE ANCHOR

Kalamazoo, Mich.—Yes, pull up the anchor and let's go. We have been standing in one spot a long time. The members of this Local are like the early settlers. Too far apart. What we want is to move closer together and make life worth living. We are slack in our attendance at meetings and social gatherings. We should call a special meeting to introduce one another. We are getting to be too much like strangers. Bear in mind, boys, that if we were unorganized it would take a long time and a big up hill climb for us to get back where we are at the present time. In fact, then I question if we would be allowed to meet. Particularly would we not be allowed to meet to talk about our wages and working conditions. We have that privilege now and why not get together everyone of us, and make every meeting a well attended one.

Brother Wm. Pritchard is now Captain of the Paterson S. S. battle ship, a double truck one-man car. He is big enough for the job all right.

Brothers B. C. Riley and L. Rockwell took a double berth on Main St. They are a good pair. Brothers Bill Winger and Joe Wilson took the other big car.

Brother C. Leonard tired of chicken and is now on the game fish line—the Lake run. Brother E. Roselip signed on the Graveyard Local. Brother N. Moehmer is back on the bright lights of Oakland and Portage.

We are accumulating many men on the extra board. We expect five or six new busses to be installed in the near future.

Our old Superintendent, Mr. C. H. Smith, is again with us. He was here about nine years ago. We all welcomed him back. He is well liked by our boys, and by the public. Something rather unusual for some two years back. We also have two new inspectors. We were busy the first week in October, due to the Amity Fair.

Brother Geo. Bouck, our ex-President, has been off for sometime from illness.

President Harry Hope and Brothers F. Carrier, D. Bowman and H. Phillips, recently had a little experience duck hunting. They woke up the people in the resorts which they visited, and were chased home. Sort of a Fourth of July celebration.

When operating a Birney safety car one has sufficient business. You've got to constantly watch for the safety of the public as well as yourself, and do it while you are thinking of a dozen other things. You sit over in the left hand corner with a five inch window sash and frame before you that requires you to dodge from one side to the other to see the street and cross streets 100 feet ahead of you. It is a rosy job.

—Rosy.

BANK SUSPENSION PROHIBITED CONVENTION REPRESENTATION

York, Pa.—Division No. 858 was not represented in the 18th Convention.

Our Local feels that there should be an explanation made to the various Locals of the Association why we were not there, from the fact that we had placed for chance an automobile, which was contributed to by several Locals. About three months ago the bank where we had our money for the purpose of defraying the expenses of a delegate and in which we placed the funds we received upon the automobile, closed its doors. The cashier and his assistant got away with about \$1,200,000. Of course all of this was not our money, but in it was the money we had saved up to finance the sending of a delegate to the Oakland Convention. Can you understand, boys? In fact, all of our money was tied up in this bank. It was beyond our control or the bank would never have suspended payment and the cashier and his assistant would not have been able to have got away with the dough.

We surely feel sorry that we had to miss the Convention. Again we feel sorry that the practical donations given us did not reach their purpose, but it was not our fault. We were not the only ones who had confidence in that bank and deposited their money there.

We wish to thank the officers and members of the various Locals that contributed to us and trust they will take our explanation as it is meant to show that we had no intent not to send a delegate. We wanted to send one and we congratulate the Locals that contributed to us that they were not afflicted with the same painful financial experience that overtook us so far out of season.

We trust that the boys who did attend the Con-

vention not only had a business session where they could legislate for the next two years of our Association, but that they also enjoyed the trip, as one of our boys might have enjoyed it had it not been for this misfortune. Please remember that old Division 858 will not forget the kindly and brotherly spirit shown us in this matter and we are solidly with the Amalgamated and will endeavor to be present at the next Convention.

—OFFICERS AND COR. 858.

BRINGS BACK GOOD REPORT

Springfield, Mo.—Brother Abbott Williams was the lucky fellow to make the trip to Oakland, Calif. to represent Division 691 at the 18th International Convention. Brother Williams is our president. He brought back a glowing report of the convention.

At a recent meeting Brother Geo. Palmer raffled two boxes of cigars and got \$9.75. Come again Brother Palmer.

Since Mr. C. H. Copley put up the strict order: "Boys, keep hands to yourself," Trainmaster Perry Frankbner is moving about with his hands tied behind his back.

Brother J. D. Oliver is now doing fine in the Shoe business.

Mrs. and Brother M. H. Fleming have returned from a trip through Kansas and Oklahoma.

Mrs. and Brother O. D. Hale recently enjoyed Brother Hale's vacation of ten days.

Brother D. V. Cross sometime since spent two weeks' vacation in Jefferson City. He spoke not very complimentary of the suits worn by street car men there.

The placing of one-man cars on the lines here put several of our men back on the extra list and some of the boys took 90 days vacation. Brother Mashburn tried the ice wagon for a while, but found it didn't agree with his health so he has returned to the road.

The recent illness of Mrs. Bass, caused Brother Otho Bass to take two weeks off. We are pleased that Mrs. Bass is improving.

Several of our boys took in the State Fair at Bedalia, among whom were Brothers W. H. Abbott and family, Mrs. and Brother T. J. Mayabb, T. H. Grantham and family, and L. E. Tuck.

We are pleased to report that Mrs. A. T. Flanagan, wife of Brother Flanagan, has practically recovered from serious injuries she received by being run down by an auto sometime since.

Brother B. W. Vaughan is touring in a new Dodge car these days.

Brother W. C. Nye recently paid a visit to friends at Marshville.

Brother Bishplinghoff of St. Louis has returned from a recent visit to our city. He was our old president, serving at the time of our strike of six years ago. We were pleased to see him.

Brother Geo. Palmer, during a recent visit of his wife to her mother enjoyed a period of single blessedness. He reports, however, that he was pleased on the return of Mrs. Palmer.

Mr. and Mrs. D. O. Holland, after a three weeks visit here with the family of W. J. Mackey, have returned to Parsons.

Brother Alvah Rogers is using his hen house as a roosting place for his new Ford car. Poor chicks! And Winter is here.

Brother C. Jones, our Chief Inspector, was recently taken for the Chief of Police by a young lady.

—691.

SYMPATHY EXTENDED TO BROTHER CORDER

Marion, Ill.—The 15 year old son of Brother L. S. Corder, vice-president of Division No. 293, recently became the victim of the Grim Reaper. His death was of diphtheria. He was a fine boy and every man in our organization thought the world of him. We all deeply sympathize with Mrs. and Brother Corder in their loss and feel as well that it is partly our loss. We were unable to attend the funeral on account of the nature of the disease.

Brother O. B. Hall has taken the front end for a change.

Brother Parloy Hill has taken his dogs into the woods from where he expects to return with Winter meat. We hope he has success.

Brother Sam Aikman is remodeling his house and will have a fine residence when it is completed.

Our Local had a big meeting November 7. The O. B. had to make an inspection at the brick plant.

President W. J. Albright of our Local, has taken the job of conductor on a freight car and is proving to be a fine man for the place.

ATTENDANCE GOOD

Decatur, Ill.—We are still 100 per cent and moving along nicely. We hold our regular meetings the first and third Tuesday in each month, with a fair attendance, but the attendance can be improved.

Born to Mrs. and Brother W. A. Robinson, September 23, an eight pound baby boy. He will bear the name of James Harold Robinson. We bespeak that he will grow up the pride of his parents, and particularly his mother.

The daughter of a brother of Brother R. Freitag was recently married in Chicago. Brother Freitag and family were present. Brother Freitag and family then visited Hammond, Ind., and Joliet, Ill., before returning home.

Brother Charles Stare attended a box and pie social at Berry School, October 26.

Brothers W. B. Lockwood, E. Ray and H. Baird, attended a big class adoption of Modern Woodmen at Marova, October 25. They had a big supper and a general good time.

Brothers Geo. Cox and J. Ringo attended the funeral of their sister-in-law at Mt. Zion, Ill., October 17. The sympathy of our Local is extended to them.

Brother J. Warnick passed a week end with his mother-in-law at Illiopolis.

Brother J. M. Connell motored to Toledo, Ill., for a recent two-days visit.

Brother W. Hopper and family attended the funeral of his mother-in-law and sister in Beecher City, Ill. They have the sympathy of Division No. 839.

Brother B. Hennis will pass the Winter in San Diego, Calif. He is just out of the Speedway Hospital and is in California for his health.

Brother A. F. Price sold his residence at 169 S. Hitton and bought a two-family flat at 1026 W. Marietta St., and one at 1052 S. Moffit St. He is now in Missouri on a three weeks visit.

Brother Joe Judkins recently built a garage on his property.

—859.

WORKING UNDER NEW AGREEMENT

Portland, Me.—For my contribution to the M. & C. for this month, I am supplying the following from a recent issue of the Maine Labor Leader:

Portland's trolleyman, officially known as Division 714, Amalgamated Association of Street and Electric Railway Employees, is interested just now in bids for runs and President Howard C. Woodside, who has just been elected secretary of the Maine State Federation of Labor is busier than a one-armed conductor running a one-man car in a rush hour.

This organization, which is 100 per cent. in membership is working under the new agreement renewed in the middle of May which runs for one year, until May 1, 1924. Under it the men get an increase of 10 per cent. in wages and a general bettering of all conditions.

The negotiations were conducted for the union by President Woodside, Harland M. Wiggins and Henry Evans and the conferences with the company's officials were marked with the utmost good nature with the dove of peace occupying a prominent place at the conference table and the spirit of harmony prevailing.

Division 721, Lewiston, and Division 724, Augusta, have also signed agreements providing a 10 per cent increase in wages and a betterment of conditions.

—COR. 714.

WEAR THE BUTTON

St. Joseph, Mo.—October 9, Division 847 voted to change the meeting place. Beginning November 8, 1923 they will meet at their new home, Labor Temple, Fifth and Edmond St. It is a beautiful temple and it was a wise move. We will be meeting at the same place as our sister crafts.

Merit Wilson, brother of our president, died of injuries received in a motorcycle accident in Philadelphia, October 26. He was 25 years of age and a sailor on the U. S. S. Hannibal. Division No. 847 extends to the bereaved family and friends heartfelt sympathy in their hour of sorrow.

Our Executive Board is working on the proposed new agreement. We expect no trouble in renewing our agreement, and prospects look bright for an increase in wages.

The honest man is in the union to put into it everything he can. The card man is in the union to get out of it all he can. It behooves the honest man to stir himself to fully assume and sense his individual responsibility. In order to know your

duty it is most important that you keep yourself well informed on the mission of the labor movement and be ready to defend its principles and explain its logical program. To score in the labor game we must get actively into the game and keep everlastingly active in its behalf. Wear the emblem in plain view. The emblem is the Emblem Button. If you are careless about wearing the union button other men might think you careless about your union.

—847.

Detroit Digest

Division No. 26 holds an election December 3, at which all officers will be elected under a new type of election. The Local has adopted the system of election that has been used in Division 241, Chicago, for many years. Where there are contestants, the member can make his first, second and third choice. This, or even more choices, if there are more than four candidates. This system will avoid the expense of a primary or nominating election. Candidates for office are: President, Herbert Gee and Herbert Meeker; vice-president, Robert Otis; secretary-treasurer, Clyde Haney and Clarence Nugent; business Agent, Garrett Burns, Leslie Caldwell, Edward McInerney and Neil McLellan; sergeant at arms, James Lee, Eugene Sullivan and Frank C. Ward; executive board members, Baker Line, Henry Leining; Brush Line, Thos. Dare; Cross Town East, F. C. Kehmptzow and Ed. R. Peoples; Detroit, Monroe and Toledo Line, Chas. R. Nickerson and Sedney VanNess; Flint City, Albert Burgman and Fred Halbert; Flint Interurban, Carl Kay; Fort West, Floyd Harrington and Herman Stoll; Fourteenth Line, Albert Mostyn and J. J. Smith; Jefferson Line, J. L. Griffith and Wm. Mowrey; Michigan West, Jos. Wents and Carl M. Williams; Orchard Lake Interurban, Wm. Millard; Pontiac Interurban, Harry Stone and Wm. Whing; Sherman Line, Geo. Ashton and Edw. Totte; Trumbull, W. H. Brooks; Woodward Line, Frank A. Ellis and Jos. Flynn; Wyandotte Interurban, Robt. Buxton and Arthur Endres; St. Jean Lines, Clare Blinn, Frank Pouchey and Gustave A. Hoemke; Clairmont Line, C. E. Karna; Gratiot Line, Silas J. Bilski, Adam Finzil, Joe Janse and Frank Szczubliwski.

At recent meetings of the Local held in both Detroit and Flint, Delegates to the late convention at Oakland made reports. Their reports indicated that the convention was harmoniously successful.

Our Local has adopted some changes in the by-laws, among which is a change in the election procedure. We are hopeful that this change will prove satisfactory, as it will be a saving of some \$500 at each election, by eliminating primary or nominating elections. It insures an election by a majority vote, no matter how many candidates are in the field.

At a recent meeting of the Local the officers were instructed to submit a proposition to the management upon the city lines to continue the present wage rates for another six months. It is expected that this will be acceptable to the street railway commission, as published statements show that the property is making a substantial income in excess of operating expenses.

—SCRIBE.

STILL WATCHING

Indianapolis, Ind.—Division No. 645 is still watching all the movements here.

The employees on the Indianapolis Street Railways for sometime in the interest of their Co-operative Relief Association, published a magazine. For some reason it has been stopped. We infer things are not going so smoothly in that Local Society.

Wage rates here on the non-union lines are: 37¢ per hour for the first year of service; 38¢ per hour for the next year; 39¢ for the third year; 40¢ for the fourth year; 41¢ for the 5th year, and after five years of service, 42¢ per hour. This doesn't compare very favorably with the wage rates upon lines where the employees are organized in the Amalgamated Association. Many of these boys are beginning to observe this and there is expressive considerable interest in the idea of extending organization, as most of the boys feel that they haven't much to lose in the event they should again demand collective agreement as a condition of employment, and thus effect another lockout. They feel that the company would lose more by instituting a lockout than it is possible for the men themselves to lose. The majority of the men are under the five year mark and thus below the 42¢ wage rate. In fact, the majority of the motormen and conductors in Indianapolis have not seen 3 years of service.

**ELEVENTH INT. VICE-PRESIDENT
JAMES B. WILEY**



Eleventh Int. Vice-President James B. Wiley became a member of the Amalgamated Association by affiliating with Division No. 441, at the time the Local was organized in October, 1906. The Local was organized by G. E. B. Member Edw. McMorrow and Brother Wiley was one of the original members. He was elected Financial Secretary and Business Agent, positions he has since held with his Local Union, having been repeatedly elected thereto. At the 13th Convention of the Association the Des Moines Local sent delegates. This convention was held in Salt Lake City, Utah, September 8-17, 1913. It was the first convention at which the Local was represented during its previous existence. Delegates representing the Local at this convention were Brothers J. B. Wiley and W. H. Clark. Brother Wiley served this convention as chairman of the Ritual Committee, by which committee the obligation of the Association was changed to its present form. His work upon this committee and his interest in watching the construction of the Constitution and Laws of the Association inspired confidence in him by the delegates in attendance at the con-

vention. He showed himself to be one of the constructive spirits of the Association. At succeeding conventions he was in attendance and at the 16th convention held at Chicago, Ill., September 8-17, 1919, the roster of International Officers was extended to include 14 International Vice-Presidents. Among the newly elected Vice-Presidents, Brother Wiley was nominated and elected as 13th Int. Vice-President. His record as an International Officer was such that he was re-elected at the succeeding Convention, without opposition. At the 18th convention he was not a delegate but he had made himself known in the policies that he had pursued in the work of the association, and he was re-elected to the Vice-Presidency at this Convention held in Oakland in September of this year, without opposition. He was nominated by Delegate John Bruce, of Division 308, Chicago, Ill. and his nomination was seconded by Delegate Dennis of his own Local. Vice-President Wiley has taken occasion, through the columns of the MOTORMAN AND CONDUCTOR to thank the Convention and Association for this added expression of confidence in him. The MOTORMAN AND CONDUCTOR is in receipt of a letter from him, which reads:

Oct. 3, 1923.

"Mr. R. L. Reeves, Editor MOTORMAN AND CONDUCTOR, Detroit, Mich.

"Dear Brother Reeves: I wish through the columns of the MOTORMAN AND CONDUCTOR, to convey my profound gratitude to the delegates of the 18th Convention held in September in Oakland, Calif., for their added expression of confidence in me in re-electing me to the staff of International Officers of the Association. I had not expected it. I was not a delegate. For that reason this election comes to me in greater measure than it could possibly have come, had I been present at the Convention. It comes as an expression that impels me to devote, if it is at all possible, more service to the commendable organization of which I have the honor to be a member. I want to see it not only maintain, but grow and grow stronger. And I assure the membership in general that they can rely upon me to perform whatever duties I may be called upon to perform of an International character, with the utmost devotion.

"Please say these things in some way in the columns of the MOTORMAN AND CONDUCTOR, so that those who may read may have some idea of the profound gratitude I have for their expression of confidence and the keen satisfaction I have in being a member of this grand organization.

"With best wishes, I am

Fraternally yours,

(Signed) J. B. WILEY."

IN CLOSE TOUCH

Trenton, N. J.—Brother Maher broke all records in the egg eating contest by devouring 40 eggs on Big Thursday at the Fair Grounds. Some say the company furnished the eggs.

Brother John Condon says Brother Roy Stone always has to be tickling something. Roy, who enjoys hotel life, has a piano along side of his bed.

Prof. Joe Newman of the restaurant opposite the car barn, recently made the remark that he wished he had an elevator. Brother Bob Homan wonders why. Brother Homan is now convalescing.

It is bad enough to go to the Fair Grounds with a chicken on your arm, but it is some aheik who can capture two and disturb the peace of one who had arrived ahead of him.

Some of the boys would be going South for the Winter had the horses run right.

Our Division has let bids for the erection of their new home on Penn. Rd., between Ewing Park and Ewing Gardens, for the benefit of the boys on the Hopewell.

Our brothers on the Public Service are back at work. They gained a substantial increase, greater than has been gained at one time in the history of the Amalgamated.

Upon looking over the MOTORMAN AND CONDUCTOR, and seeing reports upon gains made by different Locals, it makes a fellow feel in close touch and sympathy with the rest of our organization. My idea is a more uniform wage rate in different states throughout the union, and I promise a more enlightening article on this subject in the near future.

—Cor. 340.

FIVE EIGHTY-NINE

By James T. Hartin

Oh that organisation, to me it seems fine,

It was founded by labor, Old Five Eighty-Nine. When war it broke out, we sent three thousand strong.

In defense of our flag, have we ever done wrong?

They bore it with honor, up close to the Rhine,

Though stained by the blood, of Five Eighty-Nine. Dear Spangled Banner, may you long wave on high, May the fame of your nation, on earth never die.

We love you as ever, you are freedom's great sign As you float in the breeze over Five Eighty-Nine. I praise the great flag of my country so dear, Where organized labor shed many a tear.

For it waves over the graves of your sons and mine, Who defended its honor from Five Eighty-Nine. We have had some great leaders, who have now passed away, Their memory still lives, in our ranks here to-day.

Teddy Fay organized us, though then in decline, That champion of labor from Five Eighty-Nine. His motto was "Brace with your backs to the wall, United, we stand, Divided, we fall."

In the year 1912, when you trod the bricks, You weathered the gale for full seven weeks. When the storm had ceased and the clouds passed away, Your leader was missing—Old Teddy Fay.

But, remember his issue, as you all fell in line. It's "dead," not "forgotten," in Five Eighty-Nine.

LOOK FORWARD TO SATISFACTORY AGREEMENT

Atlanta, Ga.—Division No. 732 can report progress. We are now giving our mind to the obtaining of an agreeable and satisfactory agreement for another season. If this results, 732 will move right along smoothly for another year.

Our Local works as harmoniously as possible with the management of our company in order to bring the best of returns to the property and give to the public the very best of satisfaction in the way of transportation. Through our organization we are able to concertedly move along these lines.

Brother J. O. McKnight, whom many of the delegates to the Atlanta Convention will remember, is a breeder of single comb Rhode Island Reds. He

has a fine chicken yard and is able to supply hatching eggs to anyone who wishes to breed and raise this choice type of chickens. They are great layers and fair size, making them valuable both as egg producers and also as market and table food. Brother McKnight sells the hatching eggs at \$2 per dozen. Should any of our members wish to obtain hatching eggs of these choice chicks, they would do well to write to Brother J. O. McKnight, whose address is 89 North Whiteford Ave., Atlanta, Ga., and he will advise of the proper time to place orders, and on the various methods of hatching and raising chickens.

—732.

OAKLAND BARS ONE-MAN CARS

At the instance of Mayor John L. Davie, of Oakland, Calif., the Oakland City Commission has passed an ordinance which reads as follows:

"An ordinance to regulate the operation of street railways within the city of Oakland, to keep two (2) men on each car while such car is in motion, containing passengers, for the purpose of operating and controlling the same.

"Be it ordained by the Council of the City of Oakland, as follows:

"Section 1. Every person, company and corporation operating street cars within the City of Oakland by means of electricity shall provide and maintain upon each of such cars, while containing passengers, at least two (2) employees, to-wit: a motorman and a conductor during all the time said car is in motion within said city, each of said employees to be an adult not less than eighteen (18) years of age.

"Section 2. Any person, company or corporation violating any of the provisions of this ordinance, or permitting, ordering, authorizing, or directing a violation thereof, shall be deemed guilty of a misdemeanor, and upon conviction thereof, shall be punished by a fine of not to exceed one hundred (100.00) dollars, and in case said fine be not paid, shall be imprisoned in the City Prison at the rate of one (1) day for each two (\$2.00) dollars of the fine so imposed and remaining unpaid.

"Section 3. All ordinances or parts of ordinances in conflict herewith are hereby repealed.

"Section 4. This ordinance shall take effect immediately.

"In Council, Oakland, Cal., Oct. 16, 1923."

His Honor, Mayor Davie, in presenting the Ordinance to the City Council October 8, stated that one-man cars may be all right for small "one-horse" towns, but they are not all right for cities of the size of this community."

It was stated that the one-man car was introduced first in Oakland in the shape of small 40-passenger affairs. But soon the street car company was introducing very large one-man cars on main traveled lines. The newspapers of Oakland, in commenting editorially upon this Ordinance, hold that "Mayor Davie's move against them is timely and wise."

DANVILLE, ILL. AGREEMENT

MEMORANDUM OF AGREEMENT, entered into this first day of August, A. D. 1923, between the ILLINOIS POWER AND LIGHT CORPORATION, DANVILLE DIVISION, party of the first part, hereinafter known as the "Company," and DIVISION No. 772 AMALGAMATED ASSOCIATION OF STREET AND ELECTRIC RAILWAY EMPLOYEES OF AMERICA, party of the second part, hereinafter known as the "Association,"

WITNESSETH:

That it is mutually agreed between the parties hereto as follows:

1. Association recognizes the complete authority of the Company in the conduct of its business and agrees not to interfere with the motormen and conductors, whether or not they desire to join the Union, nor to use any unfair influence in soliciting new members for the Association. The Company shall have the right to employ such men as it may deem for its best interests and may dismiss for cause, any employees it considers to the interest of the Company to dismiss, provided no motorman or conductor shall be discharged because he is a member of the Association, nor for soliciting members, nor for advocating the enforcement of the provisions of this contract. The Company shall also have the right to modify its schedules and alter its service and in general conduct its business as the absolute owner thereof, and make such changes in its operating methods as it may deem best in promoting the efficiency of its service and conserving its economies, providing such changes are not in conflict with the expressed provisions of this contract.

2. The Company agrees that its properly accredited representatives will meet and treat with the properly accredited representatives of the Association, provided said Association's representatives be employees of the Company. Said meeting shall be held within forty-eight hours after request by either party, except in case of necessary absence from city of such representatives, or any of them, and in case the Company's said representatives cannot agree with the Association's representatives, then Company will treat with members of the International Board of the Association upon all questions and grievances that may arise during the time this contract is in force, other than those of or in any manner concerning wages, which by the terms of this contract are fixed and regulated for the full term of agreement.

3. When any member has been suspended or discharged for violation of a rule of the Company, and after investigation or arbitration has been found not guilty of such a violation, he shall be reinstated in his former position, and also, if so determined by arbitration or by mutual agreement between Company and Association, shall be paid for all or part of such time, so lost, at not to exceed the regular rate.

4. Any grievance, such as above set forth in Section 3 arising during the life of or under this contract that cannot be amicably adjusted by said representatives of Company and said representatives of Association, as aforesaid, shall be submitted to a temporary Board of Arbitration, which shall be selected in the following manner:

One arbitrator shall be chosen by the Company and one by the Association, and the two so named, if necessary, shall appoint a third arbitrator. The arbitrators so selected shall meet daily except Sunday, until an agreement be reached. Each party shall pay the arbitrator of its selection and both parties share and share alike jointly pay compensation of any third arbitrator.

In the event of failure of said arbitrators to render a decision with a reasonable time after reference to arbitration, then the parties hereto shall proceed on the creation of a new Board in like manner as if no appointment had been previously made. In the event of failure of either party to appoint its arbitrator within ten days after agreement to refer any such grievances to arbitration, such party shall lose its case.

5. All employees members of said Association shall comply with all reasonable rules and regulations now in force or hereafter made by the Company that are not in conflict with the terms of this contract. All rules regarding the assignment of runs and seniority now in effect shall continue during the term of this contract, and it is expressly agreed that assignment to runs on such one-man cars as the Company may elect to operate shall be made in accordance with

seniority irrespective of whether employee has previously been a motorman or conductor. The Association agrees that during the life of this contract there shall be no sympathetic strike for any outside cause or grievance, and in case of disagreement or dispute between the Company and the members of the Association, Company agrees that it will not lock out the members of the Association, and the Association agrees that they will not strike, but will settle all grievances as provided in this contract.

6. The Association agrees that the employees who are members of the Association shall each and all of them at all times and in all respects while on duty, faithfully, honestly and loyally serve the Company, and in all ways exercise their best efforts in the promotion of its interests.

7. The Company agrees that all officers of Association or members of Committee shall have preference over all other employees in getting leave of absence in doing business for the Association. Any member of the Association elected or appointed to an office in the Association, which requires his absence from work, shall upon the retirement from such office, be reinstated to his former position in the Company's service.

8. All temporary substitutions in regular runs shall be filled by men from the extra class in their turn. All conductors and motorman shall at all times be ready to respond to calls made upon them by the Company on extraordinary and unusual occasions.

9. The regular working day shall be based on nine hours continuous duty per shift in addition to time necessary to get car to and from barn, and for such time as may be consumed in bringing cars to and from barn motormen and conductors shall be allowed ten minutes pay at the regular rate. In case of emergency or unusual occasion, however, motormen and conductors will work more than regular number of hours as provided for above, but no extra run or call shall pay less than two hours time, and time of extra cars shall be computed from time cars leave the barn until back in barn or released by Superintendent. Extra men as heretofore shall report for work without compensation.

10. Any changes in classes shall be made effective immediately following eligibility to the next higher class. Any motorman or conductor who leaves the service of the Company after August 1, 1923 for any cause and is re-employed during the life of this agreement shall be rated in the class in which he was rated at the time he left the service.

11. The parties hereto further agree that at the time of the expiration of this contract a new agreement shall be entered into, and pending the execution of such new contract, this contract shall be in full force and effect until a new one is agreed to and signed up.

12. The Company, in consideration of the agreements of the members of the Association herein made and of the faithful performance thereof, and of the faithful observance of the terms of this agreement, agrees that the rate of wages for motormen and conductors shall be as follows:

Class A, first year of service, 47 cents per hour; class B, next year of service, 49 cents per hour; class C, thereafter, 51 cents per hour.

Overtime after nine hours and ten minutes service per day shall be paid for at the rate of five cents per hour in addition to above rate, provided, however, that no overtime shall be paid for extra runs or calls on which men do not work more than two hours.

The terms of this contract shall be from August 1, 1923 to August 1, 1924.

ILLINOIS POWER AND LIGHT CORP.,
DANVILLE DIVISION.

By J. E. JOHNSON, Gen. Manager.

DIVISION 772 AMALGAMATED ASSOCIATION OF STREET AND ELECTRIC RAILWAY EMPLOYEES OF AMERICA.

By GEO. W. TALBERT, President.

"In many places we have established the one day's rest in seven and advancements have been made along that line during the past year. While we have not been successful in securing any great amount of legislation the agitation for the one day's rest in seven has been beneficial."—W. D. MAHON, in a recent Portland, Ore. address.

EIGHTEENTH CONVENTION LAW ENACTMENTS AND AMENDMENTS

The 18th convention of the Amalgamated Association held at Oakland, Calif., amended the Constitution and General Laws of the Association by the enactment of new sections and amendments to old sections as follows:

Section 8 was amended to read:

Sec. 8. The basis of representation to the Convention shall be one delegate for each L. D. having two-hundred (200) members or less, and one delegate for each additional three-hundred (300) members or major fraction thereof, except that the proportion shall be one delegate for each four-hundred (400) members in excess of ten-hundred-fifty (1050) members that are in good standing in the L. D. for the month of June preceding the Convention. In case Special Conventions are called, basis for representation shall be the membership in good standing for the month in which the call for the Convention is issued.

Section 9 was amended to read:

Sec. 9. The election of delegates must be held at least four weeks previous to the Convention. A member, to be eligible as a delegate, must have been a member in continuous good standing of his L. D. two years next preceding the day of election except that when the L. D. has not been in existence for that length of time, in which case the L. D. will elect its delegates from amongst its members. An L. D. may provide in local by-laws that local officers and executive board members may be delegates to the Conventions of the A. A. of S. & E. R. E. of A. by virtue of their office. In such case, when the number of executive board members exceeds the number of Convention delegate positions, the executive board of the L. D. shall select the executive board members who, with the officers or officers designated by the by-laws, shall represent the L. D. as convention delegates.

A new section was enacted to follow Section 14 and to precede Section 15, and to bear the number 15, to read:

Section 15. The policies, laws and plans for the direction of this Association shall be adopted and put into force from time to time by the direction of the regular conventions of this Association, and it shall be the duty of each and every L. D. of this Association having one hundred (100) or more members to be represented at these Conventions by one or more delegates. No L. D. shall be excused from being represented except from distressed condition, owing to lockouts, strikes or causes of that kind. In such cases the L. D. affected shall apply to the General Executive Board at the G. E. B. meeting prior to the Convention, and be excused by the Board. Otherwise, all Divisions as above provided shall be represented as these laws provide.

Following the insertion of the above new section, old sections 15 to and including Section 105 are renumbered as, and from Sec. 16 to, and including Sec. 106, with certain of said sections amended to read:

Section 35 was re-numbered "Sec. 36," and amended to read:

Sec. 36. Elections in Divisions that have been in existence less than three years may be had semi-annually or annually, as the Division may decide, but Divisions that have been in existence over three years may hold their elections every two years if they so desire. Elections shall take place on the first meeting in December and June where Divisions hold semi-annual elections, and where the elections are held annually or every two years the elections shall be held either at the last meeting in December or the last meeting in June as may be required to approximate the expiration of the official year. In Divisions that elect by ballot, the election must take place on or before the 25th. of the month, either in June or December at the expiration of the year. The installation of officers shall take place at the first meeting in the next term. The retiring officers shall see that all officers are duly installed and placed in charge of their office before they surrender or turn over the office, and when an officer who has been elected fails to attend the meeting or fails to qualify within three successive meetings, his office shall be declared vacant and a new election to fill the same shall be held in accordance with the laws and provisions of this Constitution.

Section 48 was re-numbered "Sec. 49" and amended to read:

Sec. 49. The initiation fee of a member shall be no less than two dollars (\$2.). Dues shall be no less than one dollar and fifty cents (\$1.50) per month. Upon the initiation of a member the F. S. of the L. D. shall forward to the General Office one dollar (\$1.), in payment of the member's registration fee and certificate of membership and give the correct name and age of the member to be enrolled. The certificate of membership shall be filled out in the General Office, and returned to the F. S. of the L. D., who, in turn, shall see that it is delivered to the member, who shall retain the certificate to be forwarded with the application in order to assist in properly establishing any claim he may have against the Association for funeral, disability or old age benefit. A member may secure a duplicate certificate of membership by forwarding, through the F. S. of the L. D., to the General office, the sum of 25¢ to cover the cost of inspection of the records and issuance of a duplicate certificate. No registration fee shall be charged to the 10 charter members. Their certificates shall be made out and forwarded to them with the charter and supplies of the L. D. when instituted. No officer or member shall be exempt from the payment of dues and assessments, nor shall any dues or assessments be remitted or cancelled in any manner to any member.

Section 50 was renumbered "Sec. 51," and amended to read as follows:

Sec. 51. Each L. D. shall pay, through its F. S. monthly, to the International Office the sum of 75¢ per member. This amount shall be to cover all per capita tax, covering

the general expense of the Association, the Defense Fund, The Death, Disability and Old Age Benefit Fund and "M. & C." Eleven cents per month of said moneys received shall be used as a fund for the general management of the Association; fifty (50) cents per month shall be used to create a fund for the payment of death, disability and old age benefit claims; ten (10) cents per month shall be used to create the Defense fund of the Association for the protection of the membership of the various Divisions in case of lockouts and strikes; four (4) cents per month shall be paid to the M. & C. for the purpose of furnishing and forwarding said journal to each and every member in good standing in the Association.

Section 69 was re-numbered "Sec. 70" and amended to read:

Sec. 70. When any charge or charges are preferred against any member or members, such charge or charges shall be in writing, signed by at least five members in good standing, and each charge, or charges shall be brought before the regular meeting. After the hearing of the charges, if the L. D. determines by a majority vote that the charges are worthy of investigation, they shall, by motion, be referred to the executive board or to a regular trial committee of five members, as the L. D. may determine. The trial board shall meet within three days after the case has been referred to it and take up the hearings and continue as speedily as possible until the entire case is disposed of. Full notice shall be given to all parties as to the time and place where the trial board shall meet to hear the case. The accused member or members shall have the right to be represented at the trial by any member whom he or she may select as counsel. When more than one member is accused of the same offense, the accused members shall have the right to be represented at the trial by any member whom they may select as counsel. In case of no selection by the accused, the trial board may appoint some member to represent him, her or them. In addition, there shall be appointed one member to serve as prosecutor. The accused shall have the right to examine all evidence and witnesses testifying in the case and be permitted to produce such witnesses and evidence as deemed best in their own behalf. Upon the trial board's assembling, if it be other than the executive board, it shall organize by selecting a chairman and secretary. The secretary of the trial board shall keep a careful record of the entire trial and when reports are submitted to the L. D. he shall submit his report with all the evidence and information to the secretary of the L. D. who shall file the same for future reference. The trial board's decision shall be submitted to the L. D. at its first regular meeting after the case has been decided, without it be, in the opinion of the trial board, necessary to call a special meeting. In case of a special meeting, at least three days notice shall be given, so that all members are thoroughly informed as to the time and

place of meeting. The accused shall have the right at the meeting of the L. D. to again defend himself and to present his case to the L. D. if he desires. The majority of the L. D. shall decide the contest.

When a member is reported for slandering, falsifying or using language that is detrimental to this Association or any of its members, in violation of his obligation, the Local President and Executive Board are hereby empowered to summon such member before a meeting of the local executive board to investigate and ascertain the truth of such report. In case such report be found untrue, said member shall be paid for all time lost, from the funds of the L. D. If any member refuses to appear before the local Board for such investigation, such member shall stand suspended from the Association, until such time as he does appear. If, upon investigation, the Executive Board determines that there is sufficient evidence to so warrant, charges shall be preferred against him in compliance with the Constitution and Laws of this Association.

Section 72 was re-numbered "Sec. 73," and amended to read:

"Sec. 73. Each member will be entitled to all benefits, rights and privileges of this Association by strictly adhering to his obligation and by him and his L. D. obeying the Constitution and laws. Members admitted to membership after January 1, 1924, and permanently leaving the service within three years, so discontinue their membership.

Section 90 was re-numbered "Sec. 91," and amended to read:

"Sec. 91. A member to be in good standing in order to receive his Funeral, Total Disability or Old Age Benefit, or the other benefits of this Association, must be properly initiated into the Local Division in which he holds membership and be enrolled in the General Office of the Association and granted a certificate of membership setting forth his age and the date of his initiation into the Association. The date and age as recorded in the General Office and set forth upon his certificate of membership is the date and age by which his benefits will be paid. The member, upon receipt of his certificate of membership, shall examine the date and age and if they are not correct, shall return his certificate to the F. S. of his L. D. for correction. If he does not so return his certificate of membership for correction, the records of the General Office, as specified on that certificate of membership, are the records by which any claim that the member may have against the Association shall be paid. He must also have all dues, fines and assessments levied in compliance with the laws of the Association paid on or before the fifteenth (15th) day of each month, and the L. D. of which he is a member must be in good standing with the International Association, having all per capita tax and assessments paid, as required by the laws of the Association." Section 96 was re-numbered "Sec. 97," and amended to read:

"Sec. 97. Should the funds providing for payment of Death, Disability and Old Age Benefit claims be reduced to Ten Thousand (\$10,000.00) Dollars or less, the G. E. B. is hereby authorized to levy a special assessment of fifty (50¢) cents per member to be placed upon the monthly working cards of the membership of this Association for such month as the G. E. B. may determine, but the membership shall not be assessed to exceed three assessments amounting to the sum of One Dollar and Fifty Cents (\$1.50) in any one calendar year. Such assessments shall be applied solely to the Death, Disability and Old Age Benefit Fund, except in the case of an epidemic or unusual circumstance causing a large death list, when, in such case the G. E. B. is hereby authorized to issue a special assessment to meet the emergency.

Section 99 was re-numbered "Sec. 100," and that part of the Section identified as "6" was amended to read:

"6. In case there survive no lineal or collateral heirs, as herein provided, to whom payment may be made, the L. D. to which the deceased belonged shall provide a respectful burial not to exceed two hundred and seventy-five dollars (\$275.) in cost and, in addition, they shall provide for the erection of a tombstone at the grave of the deceased, such tombstone or monument not to exceed One Hundred Dollars (\$100.00) in cost. There may also be allowed for the expenses and care of members who have no legal heirs to look after them the following expenses: Doctors' bills, including medicine, nurse's bill, hospital bill or the board bill for the deceased's last illness. These bills must be itemized, stating the actual expenses, the I. P. having the right to reject them subject to the approval of the G. E. B. The L. D. shall then submit to the I. P. an itemized statement of the funeral and tombstone expenses; said statement and itemized accounts to bear the approval of an authorized committee of the L. D., attested by the Local president and F. S. The International Association shall then pay the accounts shown to be due by such itemized statement, and payment of such funeral, tombstone, and other expenses, if any, shall be a settlement in full of the claim, subject to the provision that in no case shall the said accounts exceed the benefits due upon the deceased member. Any residue of the benefit shall remain as of the Death, Disability and Old Age Benefit Fund of the Association. Neither shall the A. A. of S. and E. R. E. of A. be held responsible for any further benefits in the name of the deceased.

Section 105 having been re-numbered "Sec. 106," a new section identified as "Section 107" was added preceding the Section formerly known as "Section 106," "Sec. 106" was re-numbered "Sec. 108." Sec. 107 reads as follows:

"Sec. 107. The old age benefits hereby established are for persons who have continued to follow the occupation of a street and electric railway employe until they shall have reached the age of sixty-five (65) years

and shall have had twenty (20) years continuous membership in this Association. Persons who leave the street railway service before having reached twenty (20) years of continuous membership in this Association are not entitled to and cannot make claim for old age benefits, these benefits being established expressly for those who reach old age in street railway service, and not in any other line of employment. Persons leaving the street railway service before reaching twenty (20) years of continuous membership in this Association are not entitled to old age benefits under the provisions of these laws. If they continue their membership after leaving street railway service they are only entitled to death benefits, as these laws provide."

Following the enacted new Section 107, old Section 106 is re-numbered Section 108 and from Section 108 to and including old Section 164, all Sections were renumbered correspondingly. In the revised Constitution Section 164 will appear as "Section 166." Certain of the sections intervening were amended as hereinafter shown.

Section 154 was re-numbered Section 156, and amended to read:

"Sec. 156. The Recording Secretary of the L. D. shall, before the commencement of each term write to the International Office and secure a sufficient number of blank applications for bonds for each of the financial officers of his L. D., and he shall call to the attention of the President and Executive Board and see that they properly fill out and forward these applications with the necessary funds to cover the cost of the same to the International Office, as bonds will not be issued until premiums are received. He shall also forward at this time a full financial report showing the financial standing of the Division at the time of making application. When the bonds are returned to the L. D. he shall see that they are properly and safely filed away in a secure place in order to properly protect the L. D. against any financial loss from neglect or defalcation of its officers." Section 160 was re-numbered "Sec. 162," and amended to read:

"Sec. 162. In case of defalcation or shortage of any officer bonded under the provisions of these laws, it is the duty of the L. D. to at once have an audit of the officer's accounts made and to notify the I. P., giving him full information as to the amount of the shortage, officer's name and conditions of the case, such shortage occurring during continuance of bond and has been discovered during said continuance or within three (3) months thereafter, or within three (3) months from the death, dismissal or retirement of the bonded officer within the period of the bond. The officers of the L. D. will carry out the instructions of the I. P. as soon as received and at his request, or at the request of any International Officer sent to handle the case, they will swear out warrants for the arrest of the defaulting officer, or officers, and assist in the prosecution in every way possible the

Bonding Department to meet and pay all the legal expenses in connection with the prosecution and handling of the case. In any case where there has been an adjustment of a shortage or a defalcation of an officer's bond, the bond is thereby cancelled and cannot be transferred or renewed by or to any other officer of the L. D. In case other bonds are required, new bonds must be applied for and made out.

Section 162 was renumbered "Sec. 164," and amended to read:

"Sec. 164. In the case of a shortage of an officer where the L. D. has carried out the above rules and laws of the Association, the International Organization shall pay to the L. D. the actual amount of defalcation that has occurred during the period that the said officer was bonded in this Bonding Department up to but not to exceed the full amount of the bond for which the officer was bonded. There shall be no claim made upon this Bonding Department for shortages that may have occurred prior to the time that bonds were issued to the officer under bond."

Old Section 164 was re-numbered Section 166 and following this Section is inserted a new Section enacted by the Convention, which is represented as Section 167, and reads:

"Sec. 167. It is the duty of the Financial Secretary to keep the books of the L. D. to enroll all members, to see that the certificates of membership are applied for for new members and issued to them, to receive from the General Office the working cards and to make out the card of each member from the records of his books each month, and to deliver them to the dues collector or collect upon them himself, but in no case will he issue blank cards to any collector or other officer to fill out and collect dues upon."

Following the enacted new Section 167, old Section 165 was renumbered, to be identified as Section 168. Old Section 167 becomes Section 170, old Section 168 is re-numbered 171, old Section 169 is re-numbered 172, and the final section of the Constitution, the old number of which was 170, is the revised Constitution becomes Section 173.

Under "Laws to Govern Local Divisions," which in the Constitution comprises 13 Sections, was amended Section 3 thereof, entitled "President's Duties" and the Section as amended reads:

"Sec. 3. It shall be the duty of the President to preside at all meetings of the

Local Division, to preserve order and enforce the Constitution and By-Laws; to see that all officers perform their respective duties and appoint all committees not otherwise provided for; he shall decide all questions of order subject to an appeal by the Division. He shall have a right to vote only in case of a tie, when he shall give the deciding vote. He shall announce the results of all votes; he shall enforce all fines and penalties; he shall have power to call special meetings when requested by one-third or more members in writing; he shall sign all orders on the treasury for such money as shall by the Constitution and By-Laws or by vote of the Division be ordered paid; sign all checks and drafts on bank and perform such other duties as the Constitution and By-Laws of the Division may require."

Except the renumbering of old Sections to conform with the insertion of new Sections, as shown in the above report, the various Sections of the Constitution not mentioned as having been amended, remain as in the old Constitution to continue as features of the amended Constitution that will take effect January 1, 1924.

THE UNION WITH A HEART

"The union with a heart." That is the way a friend of mine the other day characterized the street car men's organization (Division 168) of this city. We were discussing the sad fate that befell Joseph Dwyer, the heroic conductor who died as a result of injuries sustained in the trolley accident. My friend recited a number of incidents in connection with this sad case that showed the kindly feeling that grips our street car men, and mentioned how they "hung around" the hospital wherein their fellow worker was fighting a futile battle with death. Of course, they could not all be admitted to the hospital, but they lingered, in the hope that they might be of some service to their injured comrade. No wonder their's was called "the union with a heart."—THE TRAMP PRINTER, in the Scranton Dispatch.

Every American citizen is entitled to a liberal education. Without this there is no guarantee for the permanence of free institutions, no hope for perpetuating self-government. Despotism finds its chief support in ignorance. Knowledge and freedom go hand in hand.

—PRESIDENT COOLIDGE.



Do Not be Imposed Upon

No shoes are Union Made, under our Fair Arbitration Contract, except those having this stamp.

INSIST upon having them for The Whole Family.

BOOT AND SHOE WORKERS' UNION

246 Summer St., Boston, Mass.

Collis Lovely, Pres.

Charles L. Baine, Sec.-Treas.



For you men who are on your feet all day—who need long wear and demand foot comfort—we especially recommend Herman's Police Shoe No. 19.

With broad genuine Munson last, it has the solid comfort and ease you require. Leather arch support, anti-leak innersole, rubber heels, are some of the features. Motormen, Conductors, Letter Carriers and Policemen, in fact every man who is on his feet all day will enthuse about No. 19.

Send for our FREE catalog of Herman's Shoes—also the name of your nearest dealer.

**JOSEPH M. HERMAN
SHOE COMPANY**

Dept. E
MILLIS, MASS.

Makers of over
4,000,000 pairs of
shoes for the U. S.
Government.

**HERMAN'S
POLICE SHOE**

Grosse Double Action Coin Changer

Conductors, have you seen this new improved changer, fastest operating coin changer made, fully patented. No coil springs to break. Make change of dime in one pull, a quarter in two. If no agent in your city for this changer, write today for agents special price.

GROSS COIN CHANGER CO.
ST. PAUL MINNESOTA

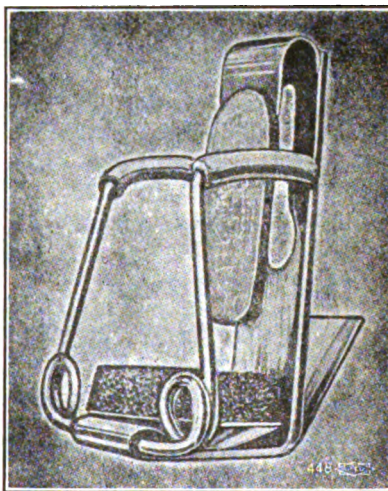
Don't Suffer Longer

The Brooks Appliance
Most wonderful discovery ever
made for rupture sufferers.
No obnoxious springs or pads.
Automatic Air Cushions.
Blind? and draws the broken
parts together as you would
a broken limb. No salves.
No plasters. No lies. Durable,
cheap. Many imitators.
None equal.



SENT ON TRIAL. CATALOGUE FREE
THE BROOKS CO., 188D State St., Marshall, Mich.

Motormen's Non-Magnetic Watch Holder



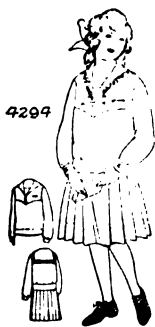
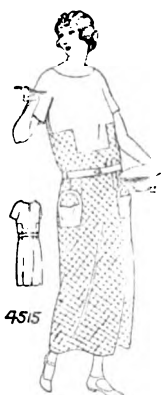
A practical little holder adjusted for any size watch. May be attached to head of screw in frame of car. Saves motormen's time and promotes "Safety First." May be conveniently carried in pocket when not in use.

Wanted:—Motormen and Conductors to act as Agents. Send 50c in money order or stamps for sample. Sent to any address in United States prepaid. **W. C. WILLIAMSON**
22 Arbor Street, E. E. Pittsburgh, Pa.

FORD RUNS 57 MILES ON ONE GALLON OF GASOLINE

A new automatic and self-regulating device has been invented by John A. Stransky, 2024 Fourth St., Pukwana, South Dakota, with which automobiles have made from 40 to 57 miles on a gallon of gasoline. It removes all carbon and prevents spark plug trouble and overheating. It can be installed by anyone in five minutes. Mr. Stransky wants agents and is willing to send a sample at his own risk. Write him today.—Adv.

FASHION LETTER



Simplicity rules in fashions of the coming season, while lace and embroidery indicates the concession to the feminine desire for decoration.

The straight line type of dress for street wear is varied by the addition of cuff, hems, vest effects, side drapes and novel collars.

Oriental trimmings are charming on frocks otherwise plain.

Long sleeves have replaced the short ones of the past season on most all dresses, excepting those for evening wear.

Chinese embroideries are much in evidence. The colors most often seen are the soft reds and brilliant blues on a black ground of navy, wood or black.

Green has a splendid showing as an autumn color, in a dark shade called Russian green. It is seen in satins, velvets and clothes with a sheen or lustre.

Blue is a splendid winter color and goes well with gray and tan in trimming as well as furs.

As to the lines of Fall dresses, there is a wide choice. Some women will have only the narrow silhouette, others prefer the wider skirts, the fitted waist and flaring skirts along with the other novelties that mark a change from the simple straight lines.

Distinction in dress is more often a matter of the way one wears a dress, rather than the beauty of the fabric, the ornamentation or the style.

The plain "chemise" dress is so easy to make that any one can make it, and so it has become the popular style, almost a "uniform," and like other equally practical fashions, it may be a leader for years to come.

The plaited skirt promises to be popular throughout the Fall and Winter months, and although it is strictly speaking a "sports" style, it is a most convenient article of wearing apparel.

Striped materials are much in vogue, and lend themselves well to plaited effects.

Tailored costumes are shown with elaborate silk braiding for decoration. Sometimes the braiding is carried out in two colors, black and blue or black and red.

4522. Ladies' Dress.
Cut in 7 Sizes: 36, 38, 40, 42, 44, 46 and 48 inches bust measure. A 38 inch size requires 3 1/4 yards of 54 inch material. The width at the foot is 1 1/4 yard. Price 12c.

4538. Junior's Dress.
Cut in 3 Sizes: 12, 14 and 16 years. A 14 year size requires 3 1/4 yards of 40 inch material. Price 12c.

3778. Harlequin Suit.
Cut in 5 Sizes: 6-8, and 10-12 years for Children, 14-16 years for Misses', and 38-40; 42-44 inches bust measure for Adults. A 10-12 year size requires 5 1/4 yards of 27 inch material for the suit, and 3/4 yard for the cap. A 38-40 inch size requires 8 3/4 yards of 27 inch for the cap. Price 12c.

4527. Child's Dress.
material for the suit and 1/4 yard for the cap. Price 12c.

4527. Child's Dress.
Cut in 4 Sizes: 1, 2, 3 and 4 years. A 4 year size requires 2 1/2

yards of 36 inch material. Price 12c.

4519. Misses' Dress.
Cut in 3 Sizes: 16, 18 and 20 years. An 18 year size requires 4 1/4 yards of 40 inch material. The width at the foot is 2 1/4 yards. Price 12c.

4537. Girls' Coat.
Cut in 4 Sizes: 8, 10, 12 and 14 years. A 10 year size requires 2 3/4 yards of 54 inch material. Price 12c.

4515. Ladies' Apron.
Cut in 4 Sizes: Small, 34-36; Medium, 38-40; Large, 42-44; Extra Large, 46-48 inches bust measure. A Medium size requires 4 1/4 yards of 36 inch material. Price 12c.

4294. Girls' Middy Dress.
Cut in 5 Sizes: 4, 6, 8, 10 and 12 years. A 10 year size requires 2 3/4 yards for the blouse, and 1 1/4 yard for the skirt, of 36 inch material. Price 12c.

FASHION BOOK NOTICE

Send 12c in silver or stamps for our UP-TO-DATE FALL AND WINTER 1923-1924 BOOK OF FASHIONS, showing color plates, and containing 500 designs of Ladies', Misses' and Children's Patterns, a CONCISE and COMPREHENSIVE ARTICLE ON DRESSMAKING, ALSO SOME POINTS FOR THE NEEDLE (illustrating 30 of the various simple stitches) all valuable hints to the home dressmaker.

Send to Dept. M. C. BEAUTY PATTERN Co.,
1188-90 Fulton St., Brooklyn, N. Y.

Rapid Ready Change Maker

LEVER OPERATED
(Model 1921)

After twenty-five years experience manufacturing change carriers, being the first to originate such a device, we offer our new model, which by a simple adjustment throws ONE to FIVE coins from one or all tubes in any combination wished.

Holds fifty per cent more coins than other makes, with many new features not possible in others, that speed up fare collections. No springs to get out of order, will never rust or tarnish. Agents most cities, where not, will send for \$4.25. One style does for quarters, dimes, nickels or pennies. Our Slip Carrier, so well known, is \$2.50 either style, nickels or pennies.

A. F. NELSON, MFR.

Agents wanted
Special prices.

907 N. Front St.,
Harrisburg, Pa.





TRACTION UNIFORMS

UNION MADE

*Write for Catalogue
Samples & Prices.*

The Fechheimer Bros. Co.

CINCINNATI, OHIO.

J. L. LYNCH

MEMBER OF DIV. 241
MANUFACTURER OF

Union Buttons, Badges

Banners, Flags

325 N. MADISON ST. 4th Floor
Madison Trust Bldg. CHICAGO, ILL.



Detroit Regulation
Motorman and Conductor's

UNIFORMS

Standard-weight, fast-
color serge of guaran-
teed dependability

Specially Featured at

\$27.50

Union-made, expressly for D. S. R.,
D.U.R. and M.U.R. car men. Three-ply
properly padded, shape-retaining coat
fronts; linings of best sea-island cotton;
chamois arm-pit sweat-shields; closely
woven drill or duck non-sagging pock-
ets. We'll fit you—whether tall, short,
slim, stout or extra large.

Extra fine quality serge Uniforms
\$33.75

Clayton's

Clothing Hats Furnishing
Michigan at Shelby since 1883

Price List of Association Supplies

Official Seal.....	\$5.50
Propositions for membership blanks, per 100.....	.50
Rituals, each.....	.35
Withdrawal cards, each.....	.05
Traveling cards, each.....	.05
Duplicate report books, each.....	2.00
Constitutions, in lots of 100 or more, per 100.....	4.00
Constitutions, in lots of less than 100, each.....	.05
Financial secretary's order book on treasurer.....	.35
Treasurer's receipt book.....	.35
Association badges, rolled gold, each.....	.50
Association badges, solid gold, each.....	1.10
Association buttons, gold plate, each.....	.30
Association buttons, rolled gold, each.....	.50
Association buttons, solid gold, each.....	1.10
Emblem cuff buttons, per pair.....	1.10
Emblem tie clasps, each.....	.70
Association charms, each.....	1.10
Association lockets, each.....	1.75
Cuts of official seal for use on printed matter, plain, each.....	.70
Cuts of official seal, with flag design.....	2.00
Transfer Cards, each.....	.05
Recording secretary's minute books, 300 pages.....	1.25
Gilt Seals, per box 50.....	.50
Loose leaf membership ledgers. Ruled and printed on both sides, providing for a 12 year record of the payment of dues by your members.	
Loose leaf post binder, canvas with leather corners, each.....	4.50
Price of sheets, in lots of less than 100, each.....	.02 1/2
In lots of 100, or more, per 100.....	2.50
In lots of 500, or more, per 500.....	11.00
In lots of 1000, or more, per M.....	20.00

All orders must be accompanied by express, post-
office money orders or draft. No personal checks
accepted. Otherwise supplies will not be forwarded.

THE PEOPLES STATE BANK

MEMBER FEDERAL RESERVE BANK

Capital, Surplus and Undivided Profits \$14,000,000



Twenty-six branches conveniently located bring the service of this great institution directly to your door.

BRANCHES

HARPER AND TOWNSEND
7679 JEFFERSON WEST
BAKER AND TWENTY-THIRD
MICHIGAN AVENUE AND JUNCTION
MICHIGAN, CORNER ADDISON
WARREN AVENUE AND THIRTIETH ST.
GRAND RIVER AND BROOKLYN
GRAND RIVER AND HOLMUR
CLAIRMOUNT AND LINWOOD
1523 WASHINGTON BOULEVARD
WOODWARD, CORNER PIQUETTE
OAKLAND AND KENILWORTH
WOODWARD AND ALEXANDRINE

FERNDAL AND LAWNDALE
HASTINGS, CORNER ERSKINE
GARFIELD, CORNER RUSSELL
RUSSELL, CORNER LYMAN
GRATIOT, CORNER RIOPELLE
CHENE, CORNER MILWAUKEE
CANTON, CORNER GRATIOT
FISCHER, CORNER GRATIOT
MACK, CORNER BALDWIN
FOREST AND CADILLAC
KERCHEVAL AND LAKEVIEW
JEFFERSON, CORNER BENITEAU
TWELFTH AND SEWARD

To be well dressed and
neat in appearance, order

BATCHELDER MADE UNIFORMS



QUALITY & STYLE MAKE
BATCHELDER MADE UNIFORMS
A SOURCE OF SATISFACTION
TO EVERY WEARER.

For Sale by Dealers

WRITE FOR SAMPLES

FRED M. BATCHELDER CO.

120 HARRISON AVENUE
BOSTON

JAN 29 1924

The Motorman and Conductor

"Freedom Through Organization"





Style No. 20

Wear Better Uniforms

BY putting your trust in a Bloch Uniform of quality you insure yourself against dissatisfaction.

Twenty years of knowing how has enabled us to offer Traction men everywhere the best uniform that money can buy.

Strength in every part that has a strain, materials of proven long-wearing value, design and tailoring of a superior quality that assures every customer the comfort and appearance he enjoys.



Ask your dealer for a Bloch Uniform of Quality. It will pay.

The
Bloch
Company
Cleveland, O.

*Send me, free, a
Trolley Jim Time Book.*

The Bloch Company
Uniforms of Quality
Cleveland - Ohio

Name.....

Address



The Motorman and Conductor



Vol. 32

DETROIT, MICHIGAN DECEMBER, 1923

No. 1

Published monthly by the Amalgamated Association
of Street and Electric Railway Employees of America.

W. D. Mahon, President
260 East High Street, Detroit, Michigan

Entered at the Post Office as Second Class Matter.
Accepted for Mailing at special rates of postage
provided for in Section 1103, Act of October 3, 1917.

Subscription Price - - - - - \$75



WM. B. FITZGERALD

First International Vice-President of the Amalgamated Association of Street and Electric Railway Employees of America

By the provisions of the Constitution, as amended six years ago, the position of First International Vice-President, in effect, became also "Assistant to the President," a term used in other organizations in identifying officers upon whom such duties devolve. This is the position that since then First International Vice-President Wm. B. Fitzgerald has held. By virtue of his position, his office must be at the General Office of the Association. The record of Vice-President Fitzgerald, since coming into that position, has been one of extreme credit to the Association. While his operations are under the immediate direction of the International President, more often, and particularly has it been so for the last two or three years, the International President has trusted to his wisdom and guidance in the affairs upon which

he has been detailed, exclusive of the routine work of the General Office. Harmony in his work with the International President and its effectiveness resulted in his re-election without opposition, or the suggestion of opposition, at the 18th Convention in September in Oakland. Vice-President Fitzgerald, since having become a wage earner, has perpetually experienced the life of a trade unionist. He was born in Troy, N. Y., in April, 1877, and is at present in his 47th year of life. He early entered apprenticeship as a molder, and became established as one of that occupation, immediately entering the Molders' Union at the earliest moment the laws of that organization would permit him, and in fact, his apprenticeship was served under and in accordance with the rules of that organization. In 1896 during a temporary depression in foundry work, he obtained employment as a conductor on the Troy Street railway lines. Upon this property, he assisted in establishing Division No. 132 of the Amalgamated Association, and was largely instrumental in maintaining that local throughout a life and death struggle resultant from a serious lockout put on by the management of the property shortly after its institution. He represented that local at the Pittsburgh convention of the Association held in May, 1903, where he was elected to the General Executive Board. It was at the Providence Convention, held in September, 1917, that the law was amended, making the First International Vice-President an assistant to the President, and to which position Board Member Fitzgerald was the first to be elected, and which position he has held to the present time. In the course of his 20 years as an international officer, he has handled some of the most important issues in which the Association has been involved. His work has been of that efficient nature to establish himself in the confidence of the International President as a most reliable and efficient director within the affairs of the Association.

GOMPERS OUTLINES POLICY

Portland, Ore., to M. & C.—Music, oratory and applause in western abundance marked the opening of the forty-third convention of the American Federation of Labor. Never was a convention more auspiciously opened.

While the great gathering rose to its feet in cheers and while the radio apparatus carried his words out through vast spaces,

President Gompers laid down the paramount issues in his opening speeches.

The address dealt with:

1. Child labor, which must be abolished.
2. The Reds—American labor must go forward under the law.
3. The farmers, who were urged to organize, in order that through understanding with labor there may be elimination of the exploitation of both.

The address in part follows:

"Modern history, modern industrial development has brought in its wake not only the great, civilizing influences, but it has brought evils of great moment and menace. There can be no greater menace to the progress and civilization of our time than the sacrifice of young and innocent children upon the altar of Mammon. The conscience of the American people has been awakened, and a cry has gone forth from one end of America to the other that the child life of our country must be conserved at all hazards.

End Child Labor

"To say to this universal demand of our people that the Constitution of the United States is impotent for the people to protect the children of our time is begging the question. The courts have decided that two laws which the Congress of the United States enacted upon the demand of the people of our country for the passage of laws to protect children and minors from undue exploitation, are null and void, that the people, through their chosen representatives, cannot pass a law to protect the child life of America, the children of today upon whom the perpetuity of our Republic and our civilization depend—that is to lay the great indictment against our competency.

Mothered By Necessity

"When the report of the Executive Council of the American Federation of Labor shall, during the course of this day be presented to you, you will observe a report and recommendation to this convention upon this subject which we regard—and I desire to emphasize this—as the vital question of the hour. This movement of ours, commonly known as the labor movement and, as we term it, the trade union movement, and this, its Federation, is not born necessarily out of an idea, it is born of necessity, it is the result of conditions; it was born in the beginning by hunger—hunger for food, hunger for shelter, hunger for better food, hunger for better shelter, and as time in its course developed new conditions, hunger for still better food, hunger for still better shelter, better homes, hunger for rest, hunger for recreation, hunger for music, for the arts, for literature, for all that goes to make up a fuller, a broader and a higher life—hunger to make this life and world better for our being in it and contributing our share of our work and our service in the solution of the great problems yet before us.

Why Reds Fail

"Reference has been made here this morning to Reds and Radicals. With those

who come under the general terminology of 'Reds' I fully disagree, and those who know me or know anything of me and the work that I have tried to perform and the service I have endeavored to give, know that I am not even pink. But I think that there is some general misconception of the term 'radical.' There are so many varieties of them. I believe in the expression of conservative demands, radical in the effort to get them. The devil of the thing is that those who would label themselves as 'Radicals,' as a rule, know nothing of the great, fundamental principles of the labor movement or of the ideals toward which it is striving. It takes all sorts of people to make up a nation, and it takes all sorts of people to make up a labor movement. All we ask is that this labor movement of America and all America shall be and continue to be a movement of wage earners, for wage earners, and by wage earners.

Immigration Is Responsible

"We are not always able to determine who these shall be. The trade union movement has not the choice of the material with which it must work. Big Business, large employers of labor have kept a wide open channel for years for the purpose of bringing peoples to our country so far below the standard of life and work which prevail in America that it has been a matter of little choice with us. We have held, and hold that if the hordes of men from these backward countries of Europe are brought into the United States, with all of the omissions and commissions upon their heads, if they are good enough to be brought to our America for profit they are good enough for us to try to organize them and make better Americans out of them. And if, here and there, there is a Red or a Radical, it is not our fault, but the sin must be upon the heads of those who brought them to America. We realize that so long as they are wage earners and organizable we will organize them, not as Reds and Radicals, but to try to make better Americans out of them. And if, here and there, there is a Red or a Radical, it is not our fault, but the sin must be upon the heads of those who brought them to America. We realize that so long as they are wage earners and organizable we will organize them, not as Reds and Radicals, but to try to make better men and better citizens of them. And not only do they regard us as an opponent worthy of their steel, but they have felt its point of contact.

Unity of Action Vital

"While sitting upon this platform this morning we heard a beautiful orchestra rendering sweet, artistic music. It brought a thought to my mind quite apropos of this matter which I have just for a few moments been presenting to you, and it occurred to me—what, after all, is music but a succession of harmonious sounds. Now one member of that splendid orchestra might entertain us with his renditions, but there were about a hundred of them. Suppose they

had, by a majority of ninety-eight to two, decided they would work in harmony and then render their pieces of music in harmony with each other to attain one common purpose—this succession of harmonious sounds; and suppose, for instance, the piccolo player and the drummer, being the two in the minority, would say, 'no, we will not be bound by your ninety-eight, you reactionaries.' One of them will say, 'I am going to blow my piccolo just when I feel like it,' and the other one will say, 'I'll beat the drum to beat the band'—I wonder, if any such a performance had been given this morning, you would have risen and given the cheers of approval to this wonderful orchestra, each man knowing the part that he has to play in the accomplishment of the given whole, harmonious sound. The application is exactly the same with our trade union movement.

Unity With Farmers

"Your governor, both your governor and our friend, and his honor, the mayor have spoken well and truthfully upon the condition of the farmers of our country. I wonder when the time shall come—and let us pray that it may be soon—when the men on the farm and the men in the factory and workshop and mine shall come together for the purpose of protecting each other and all against their common enemy, the common exploiters? When I had the honor and the privilege of addressing the wheat conference at Chicago a few months ago, upon the invitation of the committee having the conference in charge, I called attention to this specific thing; that the difficulty with the farmers, the trouble with the farmers was that they were led by gentlemen farmers, by political farmers, by trust farmers, by fertilizer trust farmers and magazine owner farmers, and that what they wanted and the goal to which I believe they should strive was, as the American trade union movement is made up of wage earners, for wage earners and by wage earners, they wanted a movement of dirt farmers, real farmers who are working upon the soil.

Face Common Exploiters

"The antagonists, natural or ignorant, have at all times and up to the present time, fairly successfully kept the agricultural and industrial workers from each other. They have consistently interjected something as a schism between the two. Some of the statisticians employed by that particular interest to which I have referred have pointed out a certain class of workers and a comparison of their daily wage with the income of farmers upon certain products. No reference was made to the fabulous profits made by the stock jobber, by the exchanges, by the money lenders and the intermediary commissioners, and on both sides, who, of the population of America, are the greatest users and consumers of the farmers' products, if not the great mass of the wage earners, and who are those who use and consume the products of man's industrial labor if not the farmers? The profiteers on both sides have taken more out of the products of each than are given

in the form of returns to the farmers and wages to the workers.

"There is an abiding faith I have that in our America, slow moving as we often are, the trend of events and the intelligence and stamina of our people will bring the farmer and the worker in industry together in the solution of the great problems confronting both.

Resist Wage Reductions

"The falsely termed 'open shop,' and the treasonable appellation of that as the American plan—the American plan must consist of a virile citizenship, and American workers can only maintain that virility and vision and insistence upon progress when they are united and federated. Well, the drive was on and wage reductions were demanded. In some instances we had to yield some things, and despite the calamitous howls of the interests it was the most fortunate thing for our country and our people that in 1922 the organized working men and women of America—paraphrasing the old couplet that 'it is better to have loved and lost than not to have loved at all,' said that 'it is better to resist and lose than not to resist at all.' The result of that resistance in 1922 gave the employing interests and big business this to understand—that even if they succeeded in wage reductions it would cost them more in the end than to pay the scale which prevails; and as for the losses to the working people, we have little to lose and can afford to lose it.

"With the prevention of wage reductions, to turn the tide of industry as we have, to secure that which we have lost and to go forward still, we will soon make up the losses which we sustained during the contest. I don't want any man to believe that I am an advocate of strikes or strife, but I do hold that when the time shall come in the history of industry when men cannot maintain themselves and those dependent upon them in a manner conforming to the standards of American life, if they would not strike they would wilt themselves down as cowards and poltroons.

Start Vicious Circle

"I have thought of this period even when there were more than five millions of American workers unemployed, walking the streets and highways and by-ways of our country vainly seeking for employment—to put into effect at that time a drive for wage reductions—was that the way out? To cut wages and reduce the using, purchasing and consuming power of the people whose wages had been reduced, and when you reduce the purchasing, using and consuming power you necessarily throw others out of employment, and when they are unemployed the same thing goes on like an endless chain until it reaches the lowest rung in the industrial ladder; then it begins over and over again, from the top down—cutting more and more. If there is any one who can give me any good cause for the transition from this terrible situation of unemployment and the return to what we are pleased to call industrial activity and industrial prosperity, except the movement of labor of America

in resisting these wage reductions and in many instances succeeding in their resistance, which brought about the return of men to their employments, and as workers when employed, giving the opportunity for others to work and use and consume—if there be any other cause than any one can ascribe than the one which I have just inadequately mentioned, I would like to know it.

Forward Within the Law

"We are now in a most fortunate position. Our movement is growing. The spirit of our movement has caught the idealism as well as the practical men and women of America. They are beginning to understand us better, that we have not a purely selfish motive and purpose to serve. Selfishness? In part, yes, but that higher and nobler selfishness which recognizes that this is a world of activity, that service and good faith, honor, progress, and civilization are the ends to be served.

"We have many grievances of which we justly complain, and giving credit to any and all countries which have striven are striving to reach the goal of freedom and democracy, we still hold, yes, and I, as an adopted citizen of the United States of America, declare verily and on my honor as a man that I believe the Republic of the United States of America is the best government on the face of the globe. I said I was an adopted citizen. Out of my seventy-two years of life I have been in America sixty years, longer than most Americans have lived here. I repeat that we have many grievances against which we protest, and we are going to make our protest effective. Wonderful and splendid as is our American Republic, it is not good enough for us or for those who are yet to come, and we are going to do our duty under the laws of our country, and our labor movement conforming to those laws and to the ideals of our Republic will help to contribute its share toward making this not only the most wonderfully productive country in the world, but the leader in the onward march of progress and civilization."

THE SYMBOL OF ORGANIZATION

Perhaps, to a member of a wage earner's organization, the best representation that men are organized comes of the fact that wage earners so associated together receive the high standard of wages and enjoy the most helpful wage working conditions. This, of course, applies to all crafts.

The primary purpose of associating together in an exclusive wage worker's organization, is to obtain better wages and working conditions than can obtain without such associate endeavor. Naturally, those who are so associated, become versed with the influence of such associations by having an eye on wages and working conditions that prevail to those who are not so associated together. With street and electric railway employes it is generally known to those who are organized or associated together, that better wages and working con-

ditions are enjoyed by the organized street and electric railway workers than are enjoyed by the street and electric railway workers who have yet been unable to establish themselves in organization for concerted endeavor. Upon street and electric railway systems where the wage workers are all organized, it is natural that the only symbol of organization necessary is the result of the united action of the wage workers in establishing collective agreement relations with the employing property.

There are many street and electric railway properties throughout the United States and Canada upon which are employed organized wage workers—wage workers who are associated together for collective agreement, but upon which properties are also employed those who do not affiliate with their fellow employes in this associate character. For some reason, to which we may later come, such employes hold aloof from their fellow wage earners, therefore upon such properties it has been concluded by the organized wage workers that some identification, aside from the invisible symbol, to the outside, of wages and working conditions, is necessary. These associate employes have devised a means of identification by the adoption of a symbol known as the union button and it has become most universally in use upon the various properties where street and electric railway managements feel that they hold a leverage by declining to insert in agreements a provision that harmony shall prevail by requiring all employes to so associate with their fellow workmen. This button, where it is used, is the symbol of organization. It identifies the wearer as being one who associates with his fellow workers upon the basis of the primary principle of collective bargaining. Upon such properties, when a wage earner is seen displaying the Association symbol it infers to the observer that he is so associated with such of his fellow workers who also wear this symbol or emblem, and it represents the concerted interest of such employes, each in the other, and also represents an association for a common purpose.

As an illustration of the meaning conveyed to the outsiders by this symbol, as it is worn, for instance in Detroit upon the Municipally owned street railway lines, the symbol represents those who took part or associated together in the recent increase in wages upon the street railway property.

In Detroit, at one time, this symbol of associate endeavor would have been of little consequence to the street and electric railway worker himself. The only significance it would have borne would have been to extend the knowledge of the magnitude of organization in general among various crafts. At that time the collective agreement between the employing property and the employes provided that after a period of probation all employes would be so associated, or organized. Upon the taking over of the property by the city, the inference was at first given out that the associate endeavor of the employes would be little respected by the management and Street Railway Com-

missioners. The agreement held with the old employing company was declared at an end. This brought to the Detroit Street Railway workers the understanding that endeavor must be made even to hold together and maintain their associate character to effect further collective agreement relations with the new management. The associated workers immediately put on foot a movement to re-establish themselves in employment under collective agreement relations. Those who were taken over with the property knew well that the standard of wages that existed to them came through their endeavor as an associate body. They knew that otherwise they would have been receiving a wage comparable with the wage scales upon unorganized systems throughout the country, as for instance, perhaps from 37¢ to 42¢ per hour after five years of service, as exists in Indianapolis, a city not very far distant from Detroit, upon the street railway lines of which the employees are unorganized and receiving the wage rates doled out to them by a non-union employing management. They had before them the significance of the endeavor of the Buffalo, N. Y. management to destroy organization and reduce wages even that had obtained through concerted effort to the Buffalo street railway men. They had a knowledge of the fact that in Baltimore, a city comparable in size with Detroit, and where the street and electric railway wage earners were unorganized, the wage scale of a maximum of 44 cents per hour existed. They knew, also, that their endeavors as an organized body of men had even kept wages up in those non-union towns. They were aware of what would come to them through a non-union employing management in control of the Detroit street railways. They knew the value of organization by their own experience and by the invisible symbol that Detroit, Chicago, Boston, Pittsburgh and other organized cities were enjoying the benefit of collective agreement, and thereby enjoying the highest scales of wage rates paid in this type of employment.

The Detroit street railway men are now enjoying a substantial increase obtained through their concerted effort, that has come to them since the city took over the ownership and operation of the system. They know they obtained that increase through arbitration. They know that they insisted upon and obtained this arbitration. They know it was not sought by the management. They know the increase came to them not as a gratuity on the part of the Street Railway Commission, but by an award rendered by a board of arbitration which they, in their associate character, participated in, and for the creation of which they were really responsible.

Upon this system in Detroit, when the inference was abroad that it was the purpose of the street railway commission to discontinue and discourage the Association of employees for collective agreement purposes, the more timid and least efficient of the Detroit street railway workers abandoned their organization and cast their ob-

ligation in membership aside. They preferred to violate their obligation to their associate employees and become suspended, than to take the chance of elimination from the service on account of membership in the Association. Many of these are yet in the service and remain out of the organization on various pretexts. The real reason, however, is through fear.

The men in Detroit who obtained the recent 7½ cents per hour increase in wages, and who previous thereto established collective dealing relations with the street railway commission, are the men who wear the symbol of the organization, the emblem of their associate character—the union button.

Is there anything in the nature of organized labor that should cause one to endeavor to secret his identity therewith? Is there anything about the symbol of unionism that would cause one to hesitate to display it? Does it infer an inferiority? Was it a wage earner of inferior qualities who associated with his fellow workers in obtaining the recent increase in wages in Detroit? There are a few who are actually identified with the Association in Detroit who fail to reveal the symbol of the Association. Why? Everyone knows they are street railway wage workers. Everyone knows that it is more creditable for one to be associated with his fellow wage workers in an endeavor to improve wages and working conditions. Then why question the advisability of displaying the Association emblem—the monthly button? No one will accuse any non-union man, working as a motorman or conductor on the cars of the Municipal Lines in Detroit, who does not wear the union emblem of in the least contributing to the wage increase. In fact, all know that the man who was outside of his associate employees' association in the endeavor to obtain better wages, contributed absolutely nothing to what has come to him in the way of increased wages. As a matter of fact, whatever he did contribute was in opposition to the increase in wages. The lack of the symbol of his Local Association—the monthly button—properly displayed upon his wearing apparel—cap or coat—identifies him as one of those who, through fear, refrained from participating in the obtaining of the recent wage increase, and contributed whatever his non-unionism would measure in opposition to the gaining of the increase in wages. That individual is identified by failure to display the Association emblem.

The writer was recently aboard a Woodward Ave. car in Detroit when a conductor accosted a passenger and charged him with having forgotten something. The passenger was seeking through his pockets for his 6 cents fare, when it occurred to him that he had fare tickets that he had purchased at the rate of 9 for 50 cents. He replaced the 6 cents in his pocket and dropped the ticket in the fare box. Upon it being suggested to him by the conductor that he came very nearly to forgetting something, he replied to the conductor that, evidently

he had forgotten something. Upon the conductor asking him what it was, he replied that he didn't seem to have the union button on his coat; that he had evidently forgotten to belong to the union. The passenger enthusiastically advised the conductor that he was pleased to meet him, from the fact that he was a non-union man and, therefore, had taken no part in increasing wages, that was followed by an increase in the rate of fare. The passenger led the conductor to believe that he was pleased to meet a non-union man who had sufficient consideration for the public that he would not ask for or accept an increase in wages. The conductor admitted that he was accepting the increase in wages, whereupon the passenger then told him that he was not aware that the non-union men had sought the increase. He admitted that he hadn't but that the increase had been given to them by an arbitration board and, of course, he admitted that he did not participate in creating the arbitration board. He said he had dropped the union and was keeping out of it because a certain race of men were working as motormen. He admitted, however, that he had dropped from the organization upon the city acquiring the property, but, of course, was ashamed to admit that he had dropped from the Association through fear. He wanted another excuse. That man had not contributed to any advancement in wages and working conditions for the men working upon the Woodward Ave. Line or any other line in the city. He had not contributed to getting the increase he was enjoying. He didn't wear the button. He showed himself to be a moral coward. But he didn't want to admit it.

The illustrations demonstrative upon the Detroit Street Railways relative to displaying the emblem applies in all cases, upon all properties, where this type of employment exists—where certain premeditated plans direct the attitude of the employing management, with the hope that the time may come when the wedge of non-unionism shall have been driven deeply enough into the ranks of the employees to cause a disruption of their associate character and the destroying of associate endeavor along the lines of collective agreement.

There is nothing in the nature of organized labor that should cause a wage worker to wish to conceal his identity as a member of it. There is everything about organized labor that is encouraging to a member to identify himself with it. It is through it he gets better wages. It is through it he gets better working conditions. It is through it that his type of employment is dignified. It is through it that a higher degree of respect is drawn to him from the public. It is through it that, when it is symbolized to the outside observer by the button emblem, the outsider recognizes that he is not only meeting an individual wage earner, but that through him, his relation is extended to all wage earners so symbolized and the added respect comes in a measure of the greater power or organization above that of the individual.

BONDING OF LOCAL OFFICERS

By W. D. Mahon

I take this means of calling the attention of our membership to the policy and laws of the Association which protect the funds of the Local Divisions and at the same time preserve all profits from bonds to the Association.

In the early years of our Association the laws required that all Financial Officers in Local Divisions be bonded so as to protect the funds of the membership of the Divisions against financial losses. These Local Bonds were secured from Insurance and Bonding Companies. They charged a high rate of premium and when there was a shortage, it was almost impossible to secure the indemnity because the bonds were so worded and filled with jokers and technicalities that it was almost impossible to ever collect the amount of any shortage that might occur.

To the Convention at St. Joseph, Missouri, in 1911, I made the following recommendations to the Convention on the subject of indemnity bonds—first—pointing out the conditions that surrounded us and then the necessity of establishing a bonding department. The recommendations in part read as follows:

"One of the difficulties confronting the trade unions of America is the question of securing proper bonds for the Financial Officers from the various Indemnity Bond Companies. A great number of these Companies refused to bond the Officers of Labor Organizations and such of them as do bond Labor Officials surround the application with such an unnecessary amount of red tape and fill them with technicalities that it is first almost impossible to secure a bond; and after you have secured it in a case of shortage or defalcations, it is almost impossible to secure your premiums because of the many technicalities that are inserted in these bonds. Now I feel that upon the part of this Association we have reached the point when we can declare ourselves as being independent of these Bonding Companies and can if we desire, establish our own indemnity department which will issue to financial officers of the Local Divisions, a substantial bond without frills, red tape, or technicalities—a bond that will guarantee to the Locals in case of defalcation and losses without having to appeal to the Courts and resort to law suits. Again, this bond will be much cheaper to the Local and it can be so arranged it will be good for one year to the Division irrespective of who may be the bonded Officer—that is, it can be arranged so that it can be transferred and in case of a resignation or vacancy in the office of the bonded Officer, the bond will then be transferred to the newly elected Officer without any cost to the Local Division.

"In addition to the above advantages this arrangement will place the financial affairs of the Local Divisions under the direct inspection of the General Office every three months for under the audit arrangements

the full report must be made at the end of each quarter; this itself guarantees to the Division the financial affairs of the Local will be carefully looked after and if they are not properly looked after and attended to it will show itself by the end of a quarter and as soon as it appears in the reports the General Office will then call the Division's attention to any defects or negligence in connection with its financial affairs. This in itself is a guarantee beyond that given by any bonding Company and I would recommend to this Convention that we establish our own Bonding Department for the protection of our Locals and I am hereby submitting by-laws covering the same."

These laws were adopted by the St. Joseph Convention in 1911 and have been in operation now for about 12 years and have worked perfectly satisfactory. No Organization that was entitled to any indemnity has been refused payment. One of the features of this bonding arrangement as attention was called to in the report, has proved of great benefit.

I find from my experience that very few of our men go wrong with the funds of the Organization. Most of the shortages come from neglect or men not being competent to fulfill the office; most cases it is negligence but under the arrangements, they must every three months make certified reports to the General Office and it keeps them straight. As soon as any negligence or shortage of any kind appears, attention is at once called to it and the result is that the financial affairs of the Division are straightened up and put in proper shape.

The bonds are issued much cheaper than any indemnity Company pays and as stated in the report, are issued to the Division and its Officers and are transferred whenever a change or vacancy in financial office occurs. The moneys coming in from this department are placed upon interest, the interest going into the treasury of the Organization and the provisions are, any profits coming from the bonding department go into the funeral, disability and old age benefits of the Organization.

During the past term which just closed, there was paid out \$8,662.17 from this department. The most of this was to one Division. Under any other bonding arrangements, this Division would not have received anything but the General Executive Board, after reviewing the case, decided and paid the indemnity to this Division, feeling that was what the fund was created for and overlooking the short comings of the Division in the points where it had not complied specifically with the laws of the Organization.

During the past term, there were 1,353 bonds issued to the Local Officers of our Divisions. The total amount in this fund at the close of this year was \$15,616.02, and this will show to the membership the benefits of our own bonding department. The reason this bond is so much cheaper than any other is because it is operated upon the same plan that our funeral, disability and old age benefits are operated. There is no

cost except that of looking after and auditing the accounts in the General Office all of which is done by the same clerk that looks after the funeral, disability and old age benefits and the cost of printing matter that is used in connection with it. There is no cost for Officers, Solicitors or anything that goes with the cost of the regular Bonding Companies. It is a co-operative Organization for the membership, established and operated solely for the benefit of the membership of our own Association.

NOTICE TO FINANCIAL SECRETARIES

I take this means of calling the attention of Financial Secretaries to the Laws of our Association regarding the collection of dues from members who may not be in service. There are Financial Secretaries who seem to think that when members have quit and gone into other lines of employment they can charge them a lesser amount of dues than the regular members. There are still other Financial Secretaries who think that when men are temporarily suspended they can carry them without the payment of dues.

Now our laws specifically provide:

First—That where members leave the service and go into any other lines of occupation they can continue their membership subject to the provisions of Section 86 in the revised Constitution as adopted by the Oakland Convention, but they must pay their regular dues and assessments that all other members of the Association pay and they cannot be carried at any lesser rate of dues, which must be collected monthly and the per capita on these members must be reported monthly the same as for all other members.

Second—Where men temporarily leave the service or are suspended, their membership goes right on and their dues must be paid and per capita tax paid just the same as though they were in the service. These men who are temporarily out of service are entitled to their benefits and rights in the Organization and their dues and per capita must be paid just the same as any other member.

The Local Divisions have a right under circumstances where they feel members are entitled to it, to remit from their treasury the dues and pay the per capita tax of these members, but their reports to the General Office and per capita tax must be made just the same for all members that are carried in membership by the Local Division.

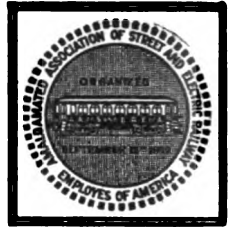
The Secretaries are requested to carefully read their laws and to enforce these provisions and if they will adhere to this it will save both their Division and International Office considerable trouble and correspondence. It is well also for Local Divisions to call members' attention who retire from the service and desire to continue their membership to the provisions of Section 86. If this is done a great deal of misunderstanding will be avoided.

W. D. MAHON,

International President.



The Motorman and Conductor



Official Journal of the Amalgamated Association of
Street and Electric Railway Employees of America
PUBLISHED BY THE ASSOCIATION

Monthly, at 260 E. High St., Detroit, Mich.

W. D. MAHON, President

EXECUTIVE COUNCIL

W. D. MAHON	International President
WM. B. FITZGERALD	First Vice-President
P. J. O'BRIEN	Second Vice-President
W. S. McCLENNATHAN	Third Vice-President
WM. P. JENNINGS	Fourth Vice-President
FRED A. HOOVER	Fifth Vice-President
GEORGE A. DEAN	Sixth Vice-President
P. J. McGRATH	Seventh Vice-President
THOMAS F. SHINE	Eighth Vice-President
ALBERT E. JONES	Ninth Vice-President
JAMES LARGAY	Tenth Vice-President
J. B. WILEY	Eleventh Vice-President
M. J. MURRAY	Twelfth Vice-President
C. U. TAYLOR	Thirteenth Vice-President
JOHN M. PARKER	Fourteenth Vice-President
L. D. BLAND	International Treasurer

GENERAL EXECUTIVE BOARD

EDWARD McMORROW	A. H. BURT
MAGNUS SINCLAIR	WILLIAM F. WELCH
P. J. SHEA	J. B. LAWSON
JOHN H. REARDON	ALEX J. McGUIRE
R. L. REEVES	Secretary

Correspondents will please address all communications for publication to R. L. REEVES, Editor.
Subscriptions payable to W. D. Mahon, President.

SUBSCRIPTION

Per Annum, \$75

Single Copy, 10 cents

ASSOCIATION

Articles of Constitution

Section 1. The objects of this Association shall be to organize Division Associations.

Sec. 2. To place our occupation upon a high plane of intelligence, efficiency and skill; to encourage the formation in Division associations of Sick Benefit Funds; to establish schools of instruction and examination for imparting a practical knowledge of modern and improved methods and systems of transportation and trade matters generally; to encourage the settlement of all disputes between employer and employees by arbitration; to secure employment and adequate pay for our work; to reduce the hours of daily labor and by all legal and proper means to elevate our moral, intellectual and social condition.

Unsigned communications cannot be published. Names of correspondents will not appear with their products unless by special permission of the correspondent. Matter for publication should be in not later than the 2nd of the month, and should be written on one side of the paper.



In this issue of the **MOTORMAN AND CONDUCTOR** is conveyed to the officers and members of the Amalgamated Association hearty well wishes for abundance of happiness and success throughout the New Year.

To the members of the Association and correspondents to the **MOTORMAN AND CONDUCTOR** is due an explanation for the lateness of this issue. Unexpected service in other fields is cause for the delay. Except from unexpected intervention, an endeavor will be made to place the January issue on time.

! The record of the Association during the year 1923 is one of much merit. The same exertion and watchfulness will assure a creditable history construction for the year 1924. There are no disheartening aspects presenting themselves as we enter the New Year. Thanks to the trades unions, wage rates are generally higher than one year ago, which is, in reality, an extension of the consuming power—better markets.

The Amalgamated Association is an Association of Local Unions under a contract represented by the constitution of the Association. The Constitution is worked out by representatives of the various local unions at conventions. This contract of the various unions is sacred in the interest of the individual Local that participates in its making. A violation of this contract, or Association Constitution, on the part of any one unit is a process of imposing upon all other units, or Division Associations. The Association Constitution or contract, is consistent with the collective agreements made by Division Associations with employing companies. To violate a feature of a col-

lective agreement, is to violate the Constitution of the Association, or in other words, it is to violate the contract that the individual Division Association has made with all other Division Associations.

A fair street railway company is one that enters a collective agreement with its employees, in which the right of organization is recognized.

Collective agreements, when entered into, are necessarily respected by the members of the Division Associations and by the Association, even though such agreements do not contain all of the provisions desired. The thorough-going member of the Amalgamated Association will not violate or vote to violate the terms of the agreement.

An organization of employees that violates a collective agreement, brings a reflection upon the reliability of collective agreements. Such violations alienate the support of the public. It is, therefore, necessary that agreements should be absolutely respected and complied with by the members of the organization that enters into the agreement.

Collective agreements usually contain a method by which grievances and disputes shall be adjusted. This adjustment provision of the agreement may not work to the obtaining of equity in all cases. However, it provides the process of adjustment, and exactions for adjustment should not proceed beyond such process. A principle upon which collective agreements are sought is that they avoid strikes and lockouts.

The year 1924 will embrace an active political period. Presidential election occurs

within the year. All types of illusions will be presented for the entrancement and snaring of voters. The course for trade unionists to pursue is the one that has been mapped out to be followed in the past: That of non-partisanship, and extreme guard against involvement in issues foreign to the principles and purposes of the American labor movement.

Politically a question may suggest itself to those interested: There are 96 U. S. Senators. Fifty-seven of them are lawyers. There are 435 members of the U. S. Congress. Two Hundred and Fifty-two of them are lawyers. This means that more than 58 of each 100 U. S. Senators and Congressmen are lawyers. Less than 42 per cent are from various other classes, such as bankers, contractors, builders, manufacturers, insurance agents, merchants, etc. in whose interests lawyers are usually employed. There is nothing wrong with the system of government. Those men were all elected by the voters and both men and women have the privilege of voting under the U. S. government. Lawyers, merchants, manufacturers and bankers are interested in the welfare of merchants, manufacturers, bankers and big business, and big business comprises all of those of the entire business world. And big business is well organized. The only political competitor of big business is organized labor, and an ineffective measure of organized farmers.

Through the intervention and approval of International President W. D. Mahon, Divisions Nos. 26, Detroit; 90 Port Huron; and 111, Ypsilanti, Mich., will, on the 8th day of January, vote upon the consolidation of those three Locals. Two alternates are that D. U. R. members of the Association, comprising Divisions 90, 111 and the D. U. R. members of Division No. 26 may also vote to associate themselves in one D. U. R. Local, and they may vote to continue their present organized character. The majority within the respective Locals will prevail. Here arises the question of purpose in such consolidations. An important feature for consideration is that by all of these locals uniting in one Division, all will be within the laws governing that Division, relative to benefits. For instance, Division 26, comprising at present some 4,300 members, pays a death benefit to beneficiaries of its members, in case of death. This death benefit is \$2,000. It is paid through a process of assessments. For the Detroit Local to pay a death benefit of \$2,000 would require a payment per member of approximately 46 cents. Should Division No. 90, or Division No. 111 determine to pay \$2,000 death benefit, it would require an assessment of approximately \$11 per member. Division No. 26, in case of total disability, pays a benefit of \$1,000. This would require approximately 23 cents per member payment. For such a benefit within either of the other two Locals would require nearly \$6 per member, per benefit. The same benefit is paid to members who are forced

to retire by old age. This benefit to the smaller Locals also extends to other expenses of operation. The larger the Local the less per member it requires to conduct the affairs of the Local. That is the reason of the consolidation of various interests into one body in business, and financial affairs. This same principle would apply in respect to the consolidation of various Locals upon other properties where the members of all of the Locals are employed by one company, even through they are distributed great distances apart. There is economy in consolidation.

The members of the Amalgamated Association understand that they make their own laws and adopt their own policies, through chosen representatives, who meet in convention each two years. There is no doubt that each Division Association chooses as its representatives in conventions those in whom the Local members confide as understanding the will and pleasure of the Local members. Therefore, it can be accepted that the results of the 18th Convention represent the real constructive work in line with the thought and will of the general membership.

The delegates in attendance at the 18th Convention, presumably acting upon the sounding and impulse of the members they represented took cognizance of the fact that a Dollar today is not equal in its value to the pre-war dollar in measuring benefits to the members of the Association who may fall under its benefit laws within the next two years. They seemed to have presumed that no longer \$100 represent a suitable burial expense. They sounded their judgment that \$800. no longer measures with the pre-war \$800. in establishing a death, disability or old age benefit. They also expressed themselves as recognizing that the difference between the per capita tax and the former minimum dues has not the purchasing power for Local Divisions that the pre-war value had. Upon this reasoning were based the changes in the financial resource made by the delegates at the 18th Convention. There is little question that they came to the Convention with wisdom from experience in the past two years, and even longer. And the wisdom of their enactment, it may be fairly predicted, will be confirmed by the next two years' experience.

The Railway and Tramway Record of New South Wales, under the caption "Non-Unionist Rebuked," relates a case tried before the industrial court of Australia, in which employers were seeking to have set aside a clause contained in an arbitration award requiring "Shop Assistants" to be members of their labor organization. One of the employers as a witness stated that an Assistant had told him that she did not join the Union because she regarded it as an institution providing "fat billets for the officials, and if she joined it would rob her of money which she wanted for herself." Judge Curlew, before whom the case was being tried, directed the witness to point out to the "Assistant" what she might have known for herself, that some part

of the money of which she feared she would be robbed had been gotten for her by the Union's activities.

Oklahoma wage workers have started a co-operative insurance of their own. It will include workers and farmers of small means. Officers in Oklahoma City have already been opened and the new co-operative promises to meet a big demand throughout the State. Two kinds of certificates or policies will be issued, one for \$1,000 and another for \$2,000. The membership in the former class will pay \$1. and the latter \$2., the value of the policy depending upon the number of members to be 1,000.

On Saturday, December 15, 1923, the Brotherhood of Railway Clerks opened a new national bank at Court and Vine Streets, Cincinnati, Ohio. This is the fifth International Organization to go into the banking business. The Brotherhood of Locomotive Engineers was the first. Then followed the Machinists' Union, the Order of Railway Telegraphers, the Amalgamated Garment Workers, and now the Brotherhood of Railway Clerks. It will be interesting to watch the experience of these various union instituted banks. Already the Brotherhood of Locomotive Engineers and the Machinists' Union are reporting their banks to be effectively established and to have reached the line beyond failure.

FROM LATE REPORTS OF INTERNATIONAL OFFICERS

International President W. D. Mahon, in the latter part of November visited various points in Mass. and Rhode Island. At Boston, aside from advisement in the affairs of Division No. 589, from which local he reports progress, he assisted the locals upon the Eastern Mass. properties including Division 235, Brockton and the 12 associate locals in a reshaping of the policies of those locals upon their associate action and work. He later went to Worcester, where he visited Division No. 22. At Providence, R. I., he assisted Division No. 618 upon agreement work. Upon his return from the east in early December, he visited Buffalo, N. Y. where he advised with the officers of Division No. 623 upon the continued strike situation involving the members of that local. From Buffalo he went to Toronto, Ont., where he consulted with the officers of Division 113 and returned to the general office December 3. At Detroit he met jointly with the officers of Division No. 26, Detroit, Monroe, Flint and Pontiac, Division No. 90, Port Huron and Mt. Clemens, and Division No. 111, Ypsilanti and Ann Arbor. The purpose of this meeting was to determine upon the future character of the various Detroit United Railway groups of trainmen. It was concluded to place the subject before the 1100 members of the locals affected for instruction, or the election of one of three courses: First, as to whether the present system shall be continued. Second, that the D. U. R. train-

men shall combine in a single organization separate from the M. O. branch of Division No. 26. Third, that all locals shall unite within the big Detroit Division No. 26. The D. U. R. trainmen will determine upon these propositions by general vote, January 8. In this work he had associated with him, Vice-President Wm. B. Fitzgerald. He also advised upon the affairs of Division No. 849, Holland, Mich., where a branch of the local had involved itself in a summary strike.

First International Vice-President Wm. B. Fitzgerald, aside from directing the affairs of the Association at general headquarters during the absence of the International President, assisted the M. O. branch of Division No. 26 upon agreement and grievance work. In the latter case, a dismissed member was reinstated. He associated with the officers of the local in conference with the City Railway officials upon the extension of the present wages and working conditions for another six months, and to have added thereto, features in employment sought by the local. All matters were agreed upon except the inclusion of employes other than motormen, conductors and operators, which subject was pending consideration of the Street Railway Commission as late as December 24. He also associated with the officers of Division No. 26 and associate locals in conference with officials of the Detroit United Ry. relative to application of the present agreement, in the event that the D. U. R. trainmen should vote to consolidate their locals. This subject, he was successful in arranging upon. He associated with the I. P. in conference work upon this subject in joint conference with the officers of Division 26, Detroit; 90 Port Huron; and 111, Ypsilanti; and a general vote of the locals is to be taken January 8.

Second International Vice-President P. J. O'Brien, in November, assisted Division No. 537, Holyoke, Mass. upon grievances which were adjusted with the Ry. manager. He completed his work of auditing the books of Division No. 496, Pittsfield, Mass. and arranged for banking the funds of that local. At Atlantic City, N. J. he audited the books of the Fin. Secretary of Division No. 774 and found a serious shortage which the Fin. Secretary will undertake to straighten up. He assisted Division No. 967, New York, N. Y. upon adjustment of grievances and the subject of wage increase for trackless trolley operators and Division No. 726, Stapleton, N. Y. upon wage agreement work which wage cases were pending per his report of December 22. He also visited and addressed meetings of Division No. 459, Bridgeport, Conn. where he made a ruling upon a subject of dispute involving proceedings in previous meetings of the local which required the attention of an International officer.

Ninth International Vice-President Albert E. Jones, in November, assisted Divisions

Nos. 809, Zanesville and 839, Newark, O. in conferences with the management of the employing property. The locals are seeking wage increases. Per his report of November 28, no agreement was arrived at and the subject was submitted for arbitration, which was pending the creation of an arbitration Board. At Lima, O., he reports the strike situation involving members of Division 759 unchanged except that the injunction case resting against the local is being appealed. He reports that individuals named Baless and Nailor of Akron, O. are serving as strike breakers at Lima for that company.

Tenth Int. Vice-President James Largay reports that the former Fin. Secretary of Division No. 923, Amsterdam, N. Y. has paid in full the shortage he owed that local, thus avoiding prosecution. Vice-President Largay visited Alliance, O., where he assisted Division No. 360 in the adjustment of a grievance. Per his report of December 22, he was assisting Divisions Nos. 809, Zanesville and 839, Newark, O., upon wage arbitration. He reports the choosing of Mr. W. G. Muhleman of Zanesville, by the locals and Mr. John S. Bleeker by the company as arbitrators and the case was pending the selection of a third arbitrator. He reports no prospect of any early settlement of the Schenectady, N. Y. strike involving Division No. 576.

General Executive Board Member Edw. McMorrow, late in November visited and attended a meeting of Division No. 515, Galesburg, Ill. He advised the local upon law changes made by the 18th convention. Per his report of December 15, he had arrived at Atlanta, Ga. in the interest of Division No. 732. Prior to this, he had advised with Division No. 517, Gary, Ind. Upon the subject of opening the agreement of that local. He reports that the local deferred such action to await later developments in succeeding months.

G. E. B. Member Magnus Sinclair visited London, Ont. upon the affairs of the Association there and reports the local 741 to be in good shape. At Cobalt, Ont., he visited Division No. 700 where the local was involved in a seniority dispute relative to snow plow work, and was contemplating applying for a wage increase. The wage increase application was deferred to the opening of spring and the seniority question discontinued. He had returned to his home December 20.

G. E. B. Member P. J. Shea, at Washington, D. C. assisted Division No. 689 upon run guide work which resulted in agreeing that split runs shall not exceed 49% of all runs. At New Castle, Pa. he assisted Division No. 89 in the adjustment of a dispute relative to a leave of absence of a member of that local. He visited Hubbard, O. where he addressed a meeting of Division No. 689 upon the subject of run time for a one-man car. At Williams-

town, Pa. per his report of December 23, Division No. 584, Williamstown, Pa. had suspended work because of refusal of the company to carry out an understanding relative to cases of dismissal.

G. E. B. Member John H. Reardon, in November, associated with Int. President W. D. Mahon upon agreement work in the interest of Division 618, Providence, R. I., which, per his report of December 22 was still pending. At Framingham, Mass. he reports that a settlement has been reached upon the wage dispute in the interest of Division 620. New wage rates are: For two-man operation, for 1st 3 months, 49½¢ per hour; next 9 months, 51¢ per hour; and thereafter, 58¢ per hour. For one-man cars, 7¢ per hour is added. There was received an increase of 5¢ per hour to one-man car operators and 4¢ per hour to the others. With the I. P. he attended and addressed a meeting of Division No. 589, Boston, Mass. and otherwise associated with him in his recent work in Eastern Mass. Under his advisement is also the wage arbitration of Division No. 600, Waltham, Mass. He visited Fitchburg, Mass. where he assisted Division No. 690 upon a one-man car seniority dispute.

G. E. B. Member Allen H. Burt, who, for many weeks has been under medical treatment at Denver, Col. due to sickness, has recovered and returned to his home in Salt Lake City, Nov. 7, where he took up work in street railway employment.

G. E. B. Member James B. Lawson, late in November, visited Little Rock, Ark. where he addressed meetings of Division No. 704. He reports the local to be in good shape. At Memphis, Tenn., he addressed a meeting of Division No. 713 and reports the local to be progressive and well officered. December 22 he was at Augusta, Ga. where Division No. 577 is seeking an increase in wages.

G. E. B. Member Alex McGuire visited Joliet, Ill., where he assisted Division No. 228 upon wage agreement work which was pending per his report of December 22. The local had refused an offer of 2¢ per hour increase, but was expecting more favorable consideration by the company management.

STRIKES AND LOCKOUTS

Buffalo, N. Y.—There is no immediate approach to the end of the lockout of the members of Division 623. The company is regarded unfair in many ways and this is assisting in depleting its value as an investment purpose. The property is far from paying operating expenses. The public is receiving poor service and the street railway property continues to make itself the target for reproach. The members of Division 623 are as firm in their purpose as at the beginning of the lockout a year and one-half ago.

Schenectady, N. Y.—Most of the members of Division 576 are employed in other occupations than that of street and electric railway work. Enough, however, are remaining out of employment to keep up the protest for which the strike was put into effect. Strike breakers continue to operate the cars but they are not being patronized by the public. The property can never obtain its former patronage. Neither can it approach it until the right of collective agreement is respected by the management.

Lima, Ohio.—The strike of Division 759, which was entered August 11, continues. The members of the Local, of course, are restrained by an injunction, prohibiting automobile competition, but an appeal of this case has been made. The management of the property is operating the cars by strike breakers. Few people are riding.

Williamstown, Pa.—Division No. 544 when on strike December 19 is protest of a refusal of the management to arbitrate the question of reinstatement of three dismissed members. The management of the property ignored all appeals for consideration of these cases. A thorough investigation on the part of the officers of the Local, followed by an investigation made by G. E. B. Member P. J. Shea, was convincing that the dismissal of the three members was unwarranted. Submissions for arbitration were also ignored by the management. No cars are being operated. Patronage is being cared for by automobile service principally supplied by the members of Division 544.

St. John, N. B.—Division No. 663, the members of which were locked out June 29, 1921, in an attempt on the part of the management to deny the membership the right of organization and collective agreement, can report that the property, through its arbitrary attitude has lost its commercial lighting privileges in this city. All resource to the company has been cut off, except the limited patronage of street cars. This is what has come to this property through its arbitrary attitude in denying the right of organization to its employees. The members of Division 663 are continuing their protest and it will likely be made more effective.

ALTERNATING SENIORITY QUESTION SOLVED BY ARBITRATION

Division No. 583, Calgary, Alta., has long since been annoyed by a question touching on seniority. This is not the only Local in the Association that has been embarrassed by this question. The question develops from late run men taking the position that they are discriminated against by the seniority policy that continues the older men to a required number upon day runs, the same as in some other places and is authenticated by the introduction of resolutions in the past few conventions. The street railway men of Calgary have been split upon this subject. The late run men

in Calgary were continually petitioning the street railway commission to permit them to work week about upon early runs, thus alternately forcing the old men of the system every other week back on late runs. The older men held that they had gained the right to the early runs, or in other words, the right to first choice of runs by their seniority in service. They had passed through the extra list, the late run period and on to the early runs, and they were loath to give them up. The contention grew so warm that it was proposed that the question be arbitrated. This was agreed upon and each of the two groups of men selected an arbitrator. The early run men selected Mr. Fred White, and the late run men selected Mr. Robert Pearson. Mr. Ira P. McNab was chosen as Chairman of this Board of Arbitration and the case was presented pro and con by representatives of the two groups of men. The early run men, and those who were in favor of the present system of seniority, were represented by business agent Chas. Carnegie, of Division No. 583.

The Award

The award handed down as taken from a Calgary Daily Newspaper, is as follows:

"We, the members of the arbitration board, formed for the purpose of deciding as to whether the uniformed men, senior and junior so called, of the Calgary Municipal railway, shall work on a fifty-fifty basis insofar as night and day work is concerned, or whether strict seniority shall be the basis on which work is allotted, report as follows:

"The board held official sittings to take the evidence submitted by the representatives of both parties to the dispute on December 20 and 21, 1923. Here we would point out that it was the desire of the board that the fullest possible information relating to the question be obtained, and that to that end both sides to the dispute were allowed the greatest possible opportunity to produce such information.

"From the evidence submitted we, the members of such board, find that seniority is the more fair and more reasonable of the two propositions which we had to consider, and therefore shall be the method used on the Calgary Municipal railway in the allotment of work to its uniformed employees.

"Sgd. Ira P. MacNab, chairman; Fred White, board member; Robert Pearson dissenting from the above."

Both the commissioners and R. A. Brown expressed satisfaction over the fact that the award settles this long-standing dispute which has ruffled civic waters since 1921.

R. A. Brown, superintendent of the street railway, said: "It certainly is a relief to me to know the dispute is settled, for while such things last and there is bickering among the employees it works to the disadvantage of the department. I believe that harmony will now be restored, and with it more satisfactory service all round."

The senior men count this decision as another feather in the cap of Charles Carnegie, who acted as their advocate in the dispute.

MICHIGAN UNITED RAILWAYS WAGE AWARD

In the matter of the arbitration between John F. Collins, Receiver for the Michigan United Railways Company and the Michigan Railroad Company, First Party, and the several Employes' Associations of Jackson, Battle Creek, Kalamazoo, Lansing, Albion, and the Almagamated Employes' Association of Grand Rapids, by their joint advisory boards representing all of said Associations, Second Parties.

Jackson, Michigan, November 14, 1923.

In this matter the question of wages to be paid to the motorman and conductors on the first party's lines of street and interurban railways having been submitted to the board of arbitration, and the parties having appeared before the board with their respective attorneys and having introduced such facts and evidence as they saw fit bearing on the question to be arbitrated, and their respective attorneys having introduced such facts and evidence as they saw fit bearing on the question to be arbitrated, and their respective attorneys having presented their several claims to the board and the board having fully considered the same reach the following conclusion:

In view of the Railway Company's financial condition, we fix the rate of wages for conductors and motormen as follows, to take effect June 1st, 1923:

On City divisions the first year of service on two men cars, forty-four and one-half (44½¢) cents per hour; on one-man cars, forty-nine and one-half (49½¢) cents per hour, thereafter on two-men cars, forty-seven and one-half (47½¢) cents per hour, and on one-man cars, fifty-two and one-half (52½¢) cents per hour.

On Interurban divisions for the first six (6) months' service, forty-nine and one-half (49½¢) cents per hour, and thereafter fifty-four and one-half (54½¢) cents per hour.

In addition to the above there should be five cents (5¢) per hour paid for all work in excess of regular schedule runs.

(Signed) JOHN H. LOURIM,
RICHARD PRICE,
Arbitrators.

I regret that I am unable to concur with my associates in the award herein made to the conductors and motormen on this system. I do not believe that the maximum rate per hour 54½ cents herein established is a reasonable wage for these men. Their position is an exacting one and of great responsibility. I do not believe that this is a sufficient wage under the present cost of living to enable these men to support their families, educate their children and to save something for future need.

It is contended that this particular company is unable to pay more. If this be true, it seems to me that the remedy should not be to compel its employes to work for an unreasonably low wage. The public which is given the benefit of this service should pay what it costs to operate this railway system including the payment of

reasonable wages and a fair return to the owners.

(Signed) SAMUEL H. RHOADS,
Arbitrator.

Dated Lansing, Michigan,
November 16, 1923.

(Attorney Rhoads of Lansing was the arbitrator chosen by the Joint Advisory Board of Division Associations 245, Jackson; 333, Battle Creek; 343, Kalamazoo; 362, Albion and Saginaw; 563, Lansing and Owasso and 849, Holland, Mich. Attorney Price of Jackson was the Arbitrator chosen by the M. U. R. and Mich. Ry. Arbitrator Lourim, a merchant of Jackson, was chosen by the two arbitrators first named. The case was presented to the arbitrators in October. The members of the locals are convinced that the award was determined upon before the case was tried. It was at divergence with the evidence and carried but 2½¢ per hour increase. It represents an aggregate annual wage increase of approximately \$32,000.)

FORGET IT

Forget it, my dear boy, forget it;

That's the very best thing you can do;
It will do you no good to remember

The mean things that are said about you.
This life is too short to get even

For every mean act that you know;
So forget it, my boy, forget it,

Forget it, and just let it go.

Forget it, my dear boy, forget it;

For you see every knock is a lie;
Be decent and never repeat it;

Just forget it, and let it pass by.
You may think that the story is funny,

But to tell it you've nothing to gain;
So if it's a knock, just forget it,

And never repeat it again.

Forget it, my dear boy, forget it,

For knocking's a very poor game;
It never made one fellow happy,

But causes much sorrow and pain.
When you chance to hear some fellow

knocking,
If he's knocking a friend or a foe,

I want to impress this upon you,
Forget it, and just let it go.

Some say that a knock is a boost, boy.

Forget it, for that is not so.

A boost is a boost, and a knock is a knock,
It's the same thing wherever you go.

So when you hear somebody knocking,

Let them know that their knock is in vain

For as soon as you hear it, forget it,

And never repeat it again.

Many good men have been ruined,

And many good, pure women, too,

By some knocker starting a rumor,

And not a word of it true.

So if you hear some fellow knocking

A man's or woman's good name,

Just bet it's a lie, and forget it,

And never repeat it again.

—GEORGE W. HIBBARD,
in Seattle Argus.

Disbursements from the Death, Disability and Old Age Benefit Fund during the month of October, 1923, were made to beneficiaries on claims as follows:

Death Benefits

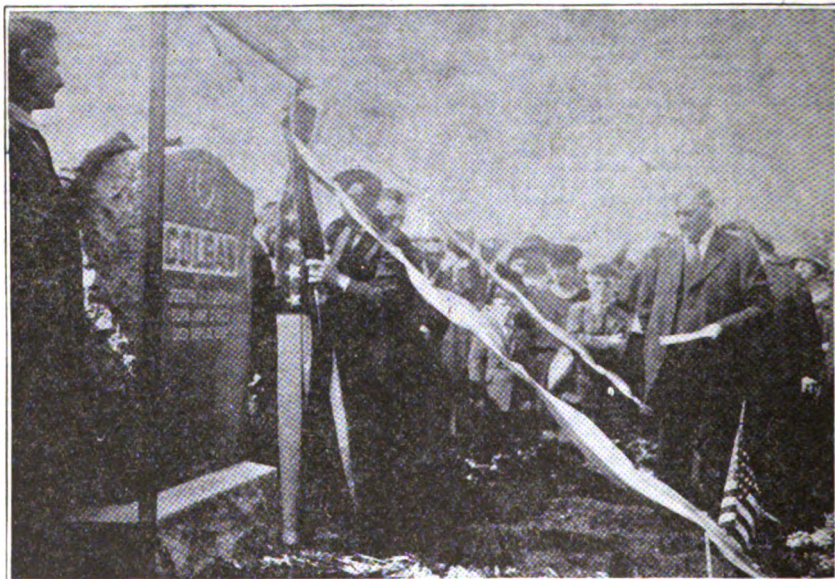
Wm. S. McClenathan, secretary-treasurer of Div. No. 308, for beneficiary, death claim of Kate S. Daly, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Interstitial Nephritis.....	\$500.00
Mrs. Mary Standt, beneficiary, death claim of Herman Standt, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Asthma.....	250.00
Mrs. Marie Daluga, beneficiary, death claim of Frank A. Daluga, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Endocarditis.....	800.00
P. J. McGrath, financial secretary and treasurer of Div. No. 85, for beneficiaries, death claim of E. H. Little, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, Broncho-Pneumonia.....	800.00
Mrs. Lillian Beaulieu, beneficiary, death claim of Melvin P. Beaulieu, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Exhaustion from a lung abscess.....	250.00
Margaret T. Baynes, beneficiary, death claim of Dan Baynes, deceased, late member of Div. No. 582, Utica, N. Y.; cause, Chronic Valvular Disease of Heart.....	700.00
Theresa Bergner, beneficiary, death claim of Theodore Bergner, deceased, late member of Div. No. 582, Utica, N. Y.; cause, Perforating Gastric Ulcer with Chronic Endocarditis.....	800.00
Mrs. Henry Edmonds, beneficiary, death claim of Henry Edmonds, deceased, late member of Div. No. 790, Montreal, Quebec; cause, Cancer.....	100.00
Mrs. Anna Rakouski, beneficiary, death claim of Anton Rakouski, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Shock and injuries sustained from being hit by an auto.....	250.00
Mrs. Eanor Warner, beneficiary, death claim of Charles Warner, deceased, late member of Div. No. 627, Cincinnati, Ohio; cause, Exhaustion and General Paralysis of the Insane.....	250.00
Mary A. Fitzpatrick, administratrix of estate of deceased, for beneficiaries, death claim of John Fitzpatrick, deceased, late member of Div. No. 589, Boston, Mass.; cause, Mitral Insufficiency and Aortic Stenosis.....	800.00
Mrs. James A. Fall, beneficiary, death claim of James A. Fall, deceased, late member of Div. No. 589, Boston, Mass.; cause, Intestinal Obstruction, Appendix Abscess and Myocarditis.....	800.00
Ernst O. M. Fehrstrom, power of attorney for beneficiaries, death claim of Patrick Gordon, deceased, late member of Div. 589, Boston, Mass.; cause, Hemorrhage of Brain.....	800.00
Mrs. Anna Jenkins, beneficiary, death claim of Richard Jenkins, deceased, late member of Div. No. 168, Scranton, Pa.; cause, Mitral Stenosis and Nephritis.....	700.00
W. J. Weir, financial secretary of Div. 615, for beneficiary, death claim of John McLatchie, deceased, late member of Div. 615, Saskatoon, Sask.; cause, Gun-shot wounds, self-inflicted.....	250.00
Maud E. Denkie, beneficiary, death claim of John E. Denkie, deceased, late member of Div. No. 819, Newark, N. J.; cause, Myocarditis and Pulmonary Tuberculosis.....	250.00
Eva Brulotte, beneficiary, death claim of Wilfrid Brulotte, deceased, late member of Div. No. 790, Montreal, Quebec; cause, Peritonitis.....	500.00
J. L. Bourbonniere, financial secretary of Div. No. 790, for beneficiaries, death claim of Athanas Vachon, deceased, late member of Div. No. 790, Montreal, Quebec; cause, Natural causes—Heart Failure.....	500.00
Mrs. W. A. Dobie, beneficiary, death claim of W. A. Dobie, deceased, late member of Div. No. 134, New Westminster, B. C.; cause, Brain shattered by bullet—suicide.....	800.00
John J. Griffin, financial secretary of Div. No. 549, for beneficiary, death claim of Edward Dugdale, deceased, late member of Div. No. 549, Northampton, Mass.; cause, Embolism after Gall Bladder operation.....	800.00
Mrs. Germaine Gladu, beneficiary, death claim of Henri Gladu, deceased, late member of Div. No. 790, Montreal, Quebec; cause, Typhoid Fever.....	250.00
Mrs. W. L. Ward, beneficiary, death claim of W. L. Ward, deceased, late member of Div. No. 78, Galveston, Texas; cause, Acute Broncho-Pneumonia.....	800.00
Miss A. C. Johnson, beneficiary, death claim of Peter Johnson, deceased, late member of Div. No. 134, New Westminster, B. C.; cause, Cancer of Stomach.....	250.00
Mrs. Gertrude Shattuck, beneficiary, death claim of Harvey H. Shattuck, deceased, late member of Div. No. 580, Syracuse, N. Y.; cause, Chronic Myocarditis and Chronic Interstitial Nephritis.....	800.00
O. E. White, financial secretary and treasurer of Div. No. 416, for beneficiary, death claim of William F. Casey, deceased, late member of Div. No. 416, Peoria, Ill.; cause, Thrombus Coronary Artery, Nephritis and Atheroma.....	800.00
Mrs. Margaret W. Burst, beneficiary, death claim of Wm. Burst, deceased, late member of Div. No. 194, New Orleans, La.; cause, Carcinoma of Cervical Glands.....	800.00
Mrs. Delia M. Jubinville, beneficiary, death claim of Philip Jubinville, deceased, late member of Div. No. 537, Holyoke, Mass.; cause, Apoplexy following operation.....	800.00
Fanny Matilda Donlan, beneficiary, death claim of James Donlan, deceased, late member of Div. No. 280, Lowell, Mass.; cause, Chronic Nephritis.....	800.00
Mrs. Mary Kearns, beneficiary, death claim of Harry J. Kearns, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, Subdural Hemorrhage and Contusion of Cerebrum.....	150.00
Mrs. James Benda, beneficiary, death claim of James Benda, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Acute Pericarditis.....	250.00
Vincent Tuero, financial secretary and treasurer of Div. No. 623, for beneficiaries, death claim of Peter Gorman, deceased, late member of Div. No. 623, Buffalo, N. Y.; cause, Myocardial Failure and Diabetic Coma.....	800.00
Mrs. Mary Flynn, beneficiary, death claim of J. P. Dwyer, deceased, late member of Div. No. 168, Scranton, Pa.; cause, Injury received while working—runaway cars.....	500.00
Mary C. Flaherty, beneficiary, death claim of Thomas F. Flaherty, deceased, late member of Div. No. 589, Boston, Mass.; cause, Cerebral Hemorrhage.....	400.00
Mrs. Emma Ford, beneficiary, death claim of Patrick L. Ford, deceased, late member of Div. No. 580, Syracuse, N. Y.; cause, Myocardial Degeneration.....	800.00
Mrs. Victorine P. Berges, beneficiary, death claim of Paul Berges, deceased, late member of Div. No. 194, New Orleans, La.; cause, Lobar Pneumonia.....	800.00
Mrs. Ethel F. Allen, beneficiary, death claim of Edgar G. Allen, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Intestinal Obstruction.....	800.00
Mrs. Angela Socks, beneficiary, death claim of George G. Socks, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Pulmonary Tuberculosis.....	250.00
Mrs. Catherine McGrath, beneficiary, death claim of Michael McGrath, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Pulmonary Tuberculosis.....	800.00
Wm. Barrie, beneficiary, death claim of Peter Barrie, deceased, late member of Div. No. 618, Providence, R. I.; cause, Acute ruptured Appendix and Pulmonary Embolism.....	800.00
J. L. Hardenberg, administrator of estate of deceased, for beneficiaries, death claim of Charles F. May, deceased, late member of Div. No. 470, Franklin, Pa.; cause, Angina Pectoris.....	800.00
Marie Diethelm, beneficiary, death claim of Aloys Diethelm, deceased, late member of Div. No. 820, West Hoboken, N. J.; cause, Chronic Nephritis and Acute Uremia.....	100.00
Florence A. Watson, beneficiary, death claim of Henry N. Watson, deceased, late member of Div. No. 240, Chelsea, Mass.; cause, Operation for Chronic Gall Bladder and Appendix.....	800.00
Mrs. John H. Huseman, beneficiary, death claim of John H. Huseman, deceased, late member of Div. No. 925, Gloversville, N. Y.; cause, Cerebral Hemorrhage.....	350.00

Margaret Isabell Eckhoff, beneficiary, death claim of W. F. Eckhoff, deceased, late member of Div. No. 268, Cleveland, Ohio; cause, General Paralysis of the Insane.....	150.00
Mrs. Elva E. Omelia, beneficiary, death claim of Charles Omelia, deceased, late member of Div. No. 268, Cleveland, Ohio; cause, Typhoid Fever.....	150.00
Mrs. George W. Moore, beneficiary, death claim of George W. Moore, deceased, late member of Div. No. 268, Cleveland, Ohio; cause, Lobar Pneumonia.....	800.00
Mrs. Harriett Jeffery, beneficiary, death claim of George H. Jeffery, deceased, late member of Div. No. 240, Chelsea, Mass.; cause, Arterio Sclerosis and Occupational Lead Poison.....	800.00
P. J. McGrath, financial secretary and treasurer of Div. No. 85, for beneficiaries, death claim of John G. Exstein, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, Bright's Disease and Myocarditis...	800.00
Mrs. Mathilda Dehnert, beneficiary, death claim of William B. Dehnert, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Accident—Shock and injuries sustained from being struck by an auto.....	350.00
Mrs. Leona R. Caronna, beneficiary, death claim of Rosario Caronna, deceased, late member of Div. No. 194, New Orleans, La.; cause, Cancer of Liver.....	200.00
Gus. J. Bienvenu, financial secretary of Div. No. 194, for beneficiaries, death claim of Joseph Rosche, deceased, late member of Div. No. 194, New Orleans, La.; cause, Chronic Endocarditis.....	800.00
W. P. Ley, financial secretary of Div. No. 497, for beneficiary, death claim of M. P. Parent, deceased, late member of Div. No. 497, Pittsburg, Kansas; cause, Endocarditis and Bronchial Pneumonia.....	800.00
W. D. Robbins, financial secretary-treasurer of Div. No. 113, for Guardian for minor children, beneficiaries, death claim of Wilfred Snow, deceased, late member of Div. No. 113, Toronto, Ont.; cause, Accident—being struck by an auto, causing Fracture of skull and other injuries.....	800.00
Mary E. Holland, beneficiary, death claim of E. Holland, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Bright's Disease and Apoplexy.....	800.00
Mrs. Kathryn Doyle, beneficiary, death claim of Peter J. Doyle, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Chronic Interstitial Nephritis.....	200.00
Edna Bryant, beneficiary, death claim of Llewellyn L. Bryant, deceased, late member of Div. No. 714, Portland, Maine; cause, Injury due to kick of horse.....	700.00
Mrs. John K. Milne, beneficiary, death claim of John K. Milne, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Killed by auto accident, causing Fracture of left hip and other injuries.....	800.00
Wm. S. McClenathan, secretary-treasurer of Div. No. 308, for beneficiaries, death claim of Calla K. John, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Chronic Obstruction of Bowels.....	700.00
Mary Jane Murtaugh, beneficiary, death claim of John Murtaugh, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Acute Cholecystitis.....	800.00
Wm. S. McClenathan, secretary-treasurer of Div. No. 308, for beneficiary; death claim of Martin Cavan, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Cancer of Pancreas and Stomach.....	800.00
Mrs. Elvia W. Johnson, beneficiary, death claim of Willie Johnson, deceased, late member of Div. No. 194, New Orleans, La.; cause, Cirrhosis of Liver.....	250.00
Mrs. Rose Brialin, beneficiary, death claim of James Brialin, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, Lobar Pneumonia, complicated by Grippe.....	800.00
George W. P. Babb, executor of will of deceased, for beneficiary, death claim of Arthur A. Frieck, deceased, late member of Div. No. 589, Boston, Mass.; cause, Arterio Sclerosis and Mitral Insufficiency.....	800.00
Mrs. George F. Donovan, beneficiary, death claim of George F. Donovan, deceased, late member of Div. No. 589, Boston, Mass.; cause, Carcinoma of Stomach.....	800.00
Mrs. Harvey Smith, beneficiary, death claim of Harvey Smith, deceased, late member of Div. No. 947, Morristown, N. J.; cause, Acute Dilatation of Heart.....	250.00
Madelyn Dalbow, beneficiary, death claim of Lynn W. Dalbow, deceased, late member of Div. No. 805, East St. Louis, Ill.; cause, Pulmonary Tuberculosis.....	600.00
R. L. Watson, beneficiary, death claim of Charles E. Watson, deceased, late member of Div. No. 843, Bellingham, Wash.; cause, Cerebral Hemorrhage.....	500.00
George M. Fortado, beneficiary, death claim of James A. Fortado, deceased, late member of Div. No. 194, New Orleans, La.; cause, Pulmonary Tuberculosis.....	400.00
Mrs. Fannie A. Barr, beneficiary, death claim of William M. Barr, deceased, late member of Div. No. 639, Lexington, Ky.; cause, Brain Tumor.....	800.00
Mrs. Nora E. Fertig, beneficiary, death claim of Oscar Fertig, deceased, late member of Div. No. 956, Allentown, Pa.; cause, Chronic Myocarditis and Acute Gastro-Enteritis...	150.00
Joseph Soda, financial secretary of Div. No. 469, for beneficiary, death claim of George O'Brien, deceased, late member of Div. No. 469, Derby, Conn.; cause, Pulmonary Tuberculosis.....	500.00
Mrs. Josephine Stoney, beneficiary, death claim of Fred Stoney, deceased, late member of Div. No. 26, Detroit, Mich.; cause, Apoplexy.....	800.00
Mary J. Hughes, beneficiary, death claim of George W. Hughes, deceased, late member of Div. No. 164, Wilkes-Barre, Pa.; cause, Chronic Myocarditis.....	800.00
Mrs. Onene Junerman, beneficiary, death claim of Thomas Junerman, deceased, late member of Div. No. 725, Birmingham, Ala.; cause, Pulmonary Tuberculosis.....	250.00
Herman Krieger, administrator of estate of deceased, for beneficiaries, death claim of Henry Vodde, deceased, late member of Div. No. 627, Cincinnati, Ohio; cause, General Septicaemia following infected chronic ulcers.....	600.00
George E. Adams, financial secretary and treasurer of Div. No. 215, for beneficiary, death claim of Louis N. Johnson, deceased, late member of Div. No. 215, Wheaton, Ill.; cause, Carcinoma of Stomach.....	200.00
Lucy Crays, beneficiary, death claim of P. A. Crays, deceased, late member of Div. No. 360, Alliance, Ohio; cause, Accident—Collision of street cars, causing amputation of thigh and internal injury.....	700.00
P. J. McGrath, financial secretary and treasurer of Div. No. 85, to apply on funeral expenses, death claim of James A. Ferro, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, Pulmonary Tuberculosis.....	250.00
Mrs. Myrtle Bailey, beneficiary, death claim of James A. Bailey, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Asphyxiation due to drowning in Chicago River, Suicide.....	800.00
Margaret Ducos, beneficiary, death claim of Lucian Ducos, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Diabetes and Gangrene.....	250.00
Caroline Grimm, beneficiary, death claim of John Grimm, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Pneumonia, Pleurisy and Myocarditis.....	250.00
Lizzie Matthias, beneficiary, death claim of Clinton E. Matthias, deceased, late member of Div. No. 954, Souderton, Pa.; cause, Suicide by hanging.....	250.00
Thomas F. Lavine and Michael J. McNally, executors of will of deceased, for beneficiaries, death claim of Michael J. Farrell, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Drowning in Lake Michigan.....	800.00
Mrs. Minnie Buhre, beneficiary, death claim of Diederick Buhre, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Paresis and Myocarditis.....	800.00
Mrs. Anna Marbach, beneficiary, death claim of William Marbach, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Lobar Pneumonia.....	600.00
Lewis Parker, financial secretary of Div. No. 741, to apply on funeral expenses, death claim of Henry James Hussey, deceased,	

late member of Div. No. 741, London, Ont. cause, Ruptured Appendix.....	100.00	of Div. No. 589, Boston, Mass.; cause, Nephritis and Endocarditis.....	800.00
Mrs. Margaret O'Brien, beneficiary, death claim of Andrew O'Brien, deceased, late member of Div. No. 589, Boston, Mass.; cause, Broncho-Pneumonia.....	800.00	William Taber, financial secretary and treasurer of Div. No. 241, for beneficiaries, death claim of Daniel H. O'Dea, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Arterio Sclerosis and Chronic Nephritis.....	400.00
Justine Stankowitz, beneficiary, death claim of John Stankowitz, deceased, late member of Div. No. 268, Cleveland, Ohio; cause, Tubercular Laryngitis.....	600.00	Mrs. Helen Coleman, beneficiary, death claim of Peter J. Coleman, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Spontaneous Rupture Abdominal Varix.....	800.00
Mrs. Nellie Smith, beneficiary, death claim of James A. Smith, deceased, late member of Div. No. 690, Fitchburg, Mass.; cause, General Paresis due to Influenza.....	600.00	Mrs. Ida Feyereisen, beneficiary, death claim of Charles Feyereisen, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Cancer of Tongue and Throat.....	100.00
Margaret H. Kenny, beneficiary, death claim of John E. Kenny, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Chronic Valvular Endocarditis.....	800.00	Mrs. Elizabeth Eck, beneficiary, death claim of George Eck, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Mitral Regurgitation.....	800.00
Mrs. Harriet Southard, beneficiary, death claim of William Southard, deceased, late member of Div. No. 818, Oakland, Calif.; cause, Chronic Interstitial Nephritis, Cerebral Endarteritis and softening.....	150.00	Mrs. Emile Z. Lagace, beneficiary, death claim of Emile Z. Lagace, deceased, late member of Div. No. 790, Montreal, Quebec; cause, Traumatism of left arm and Septicaemia.....	500.00
Clinton E. Jackson, administrator of estate of deceased, for beneficiary, death claim of Carl I. Manson, deceased, late member of Div. No. 240, Chelsea, Mass.; cause, Gas Inhalation, probably suicide.....	800.00	Minnie Schook, beneficiary, death claim of Charles Schook, deceased, late member of Div. No. 582, Utica, N. Y.; cause, Carcinoma of Rectum.....	250.00
F. C. Williams, financial secretary of Div. No. 916, for beneficiaries, death claim of Thomas James Cantwell, deceased, late member of Div. No. 916, Ottawa, Ill.; cause, Peritonitis and Hepatitis Pancreatitis.....	350.00	Mrs. Catherine Ryan, beneficiary, death claim of James H. Ryan, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Organic Heart Disease.....	800.00
Fred H. Wilson, financial secretary of Div. No. 235, for beneficiaries, death claim of Jeremiah Santry, deceased, late member of Div. No. 235, Brockton, Mass.; cause, Arterio Sclerosis.....	800.00	Total.....	\$58,760.50
D. L. Steward, financial secretary and treasurer of Div. No. 770, for funeral, tombstone and other expenses, death claim of J. T. Daniels, deceased, late member of Div. No. 770, Mobile, Ala.; cause, Paralysis.....	260.50		
Mrs. Eva Kasper, beneficiary, death claim of Andrew Kasper, deceased, late member of Div. No. 589, Boston, Mass.; cause, Lung Abscess.....	800.00		
Mrs. Mary Phelan, beneficiary, death claim of Patrick Phelan, deceased, late member			

"It's NOT a lack of man-power we're having," says Sam—one of those common-sense chaps who get right down to the kernel of a problem and then crack the kernel, in Forbes Magazine (N. Y.)—"but it's lack of power in man to labor.

"It's the wave of prosperity that always creates the demand for more immigration; but sure if ye let 'em all in so that there are plenty of loose ones handy for every vacancy when times are good, who the devil is goin' to support 'em during depression?"



Unveiling of the Monument at the Grave of Late General Executive Board Member J. C. Colgan, that took place at Mount Olivet Cemetery, Chicago, Labor Day, 1923. The photo is presented by courtesy of Brother A. J. Jacobson, Division 241, and Treasurer L. D. Bland, of the Union Leader. It shows President Mahon delivering the dedication address, which was published in the November Number of the MOTOR-MAN AND CONDUCTOR.

IN MEMORIAM
By Div. No. 690, Fitchburg, Mass.

Whereas, Our Heavenly Father in his infinite mercy, has called to his just reward, our beloved president, James A. Smith, in whose death we have lost a true friend and loyal brother, and the Company a valuable employee. While we know that words can not alleviate the profound grief of the beloved widow and family, we do feel that consolation will come of an expression from faithful friends and brothers; therefore, be it

Resolved, That we extend to the bereaved widow and family, our deepest sympathy in their hour of sorrow and

Resolved, That copies of these resolutions be sent to the bereaved widow and published in the MOTORMAN AND CONDUCTOR's Journal, and that our Charter be draped for a period of thirty days as a token of our respect.

October 4, 1923.

ALBERT H. BLOOD,
WILLIAM GILLFOIL,
OSCAR A. CHILDS.

By Div. No. 732, Atlanta, Ga.

Whereas, Our Heavenly Father has seen fit to remove from our midst, our true and beloved brother, J. B. Hudgins, in whose death we have lost a true and loyal brother one who had done his duty until he was called by Him who doeth all things well and knoweth best; therefore, be it

Resolved, That we the members of Division 732 A. A. of S. & E. R. E. of A. extend to the bereaved family, our heartfelt sympathy and consolation; and, be it further

Resolved, That as a tribute to the memory of our departed brother, our charter be draped for thirty days, and that copies of these resolutions be spread upon the minutes of this Division; a copy be sent to the bereaved family, and a copy to the Journal of Labor, MOTORMAN AND CONDUCTOR magazine and Snapshots for publication.

December 11.

H. E. JAMES,
W. J. DEAN
Committee.

By Div. No. 916, Ottawa, Ill.

Whereas, Almighty God in His infinite wisdom has taken from our midst, our beloved brother, Thomas E. Cantwell, in whose death we have lost a true and loyal brother, and his widow and children, a loving husband and father; therefore, be it

Resolved, That, we, the members of Division 916, in regular meeting assembled, extend our sincere and heartfelt sympathy to the bereaved widow and family of our departed brother; and, be it further

Resolved, That our Charter be draped for a period of thirty days; that a copy of these resolutions be sent to the bereaved widow and family, a copy be sent to the MOTORMAN AND CONDUCTOR, and that they be entered upon the records of this Association.

October 10, 1923.

LOUIS LARSON, President
F. C. WILLIAMS, Rec. Secy.
P. E. HARTY, Fin. Secretary.

By Div. No. 812, Clarksburg, W. Va.

Whereas, It has been the will of our Heavenly Father to suddenly remove from our ranks our beloved brother, Ray A. Goodwin, on August 10th, in the prime of life, bringing to mind the fact that death is ever present and sure; and

Whereas, By the death of this worthy and faithful brother, Division No. 812 has lost a loyal member and his family a loving husband and father; therefore, be it

Resolved, That Division No. 812 of A. A. of S. & E. R. E. of A. extend to the bereaved family, heartfelt sympathy and regrets; further

Resolved, That our charter be draped for a period of thirty days as a token of our respect.

August 28th, 1923.

ERNEST M. SHAFFER, Cor. Sec.
WISE SAGER,
WALTER R. RICE.

By Div. No. 679, DuBois, Pa.

Whereas, Almighty God, in His infinite power and wisdom, has seen fit to remove from our midst, our esteemed and beloved brother, A. F. Downing, in whose death we have lost a true and loyal member and his family a loving husband and father; and while we know that words cannot alleviate the grief of the beloved widow and family, yet we feel that it will be a consolation for them to know that faithful friends and brothers offer their sympathy; therefore, be it

Resolved, That we, the members of Division 679, Amalgamated Association of Street and Electric Railway Employees of America, in regular meeting assembled, extend our heartfelt sympathy and consolation to the bereaved widow and family; and further, be it

Resolved, That as a token of our respect for our late brother, we drape our charter for a period of thirty days, that a copy of these resolutions be entered upon the minutes of our meeting, forwarded to the bereaved widow and published in the MOTORMAN AND CONDUCTOR.

Attest:
Nov. 26.

C. C. FREELAND,
Cor. Secretary.

By Div. No. 811, Norristown, Pa.

Whereas, Our Heavenly Father in His infinite wisdom has taken from our midst, our beloved brother, Thomas Coyle Sr., who was a true and faithful member of the Association, a genial associate, devoted to his duty as an employee and was one whose life might well be emulated; therefore, be it

Resolved, that we, the members of Division 811 of the Amalgamated Association of Street and Electric Railway Employees of America, extend to the bereaved family and friends our heartfelt sympathy and assure them that our brief is only second to theirs; and

Resolved, That our charter be draped for a period of thirty days, that a copy of these resolutions be sent to the bereaved family and to the MOTORMAN

A. A. of S. and E. R. E. of A. extend our sincere, and heartfelt sympathy to the bereaved family and as a mark of respect for our departed brother, we drape our charter for a period of thirty days; and be it further

Resolved, That these resolutions be spread upon the records of the Division that a copy be sent to the family and a copy to the MOTORMAN AND CONDUCTOR for publication.

K. I. BOND,
J. A. HEGARTY,
J. W. LEONARD,
Committee on Resolutions.

By Div. No. 109, Victoria, B. C.

Whereas, God in His wisdom, has seen fit to suddenly remove from our midst, Brother Foulds, in whose death we have lost a true and loyal member, and while we bow to the righteous will of the Almighty, yet we mourn the loss of our beloved brother therefore, be it

Resolved, That we, the members of Division 109 of the A. A. of S. & E. R. E. of A., extend our heartfelt sympathy to the bereaved widow and children; and, further

Resolved, That as a token of respect, we drape our charter for a period of 30 days and enter a copy of these resolutions upon the minutes of our meeting, and send a copy to the MOTORMAN AND CONDUCTOR for publication, and also a copy to the bereaved family.

W. H. GIBSON, President.
R. A. C. DEWAR, Fin. Secy.
JAS. PETTICREW, Rec. Secy.

By Div. No. 78, Galveston, Tex.

Whereas, Almighty God, in His infinite wisdom, has seen fit to remove from our midst, our true and beloved brother, W. L. Ward, after a very short illness; therefore, be it

Resolved, That in the death of Brother Ward, our Local has lost one of its most faithful members, his family a loving husband and father, and the community a loyal citizen; and, be it further

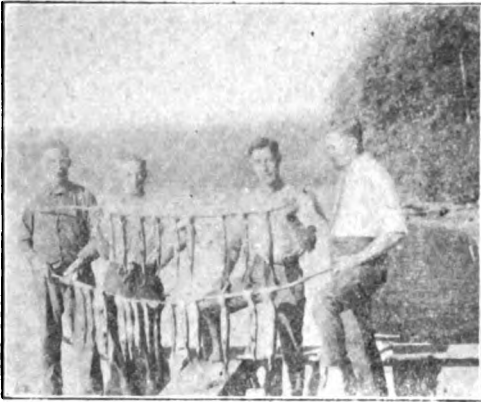
Resolved, That our Charter be draped for a period of thirty days and these resolutions be spread upon the minutes of this Local; published in the M. & C., the Labor Review and a copy sent to his family.

September 7.

GEO. MANNS, President.
H. J. BARNARD, Secretary.

The unionization of 20,000 clerks and other bank employees in New York is being pushed with the support of the A. F. of L. by Bookkeepers, Stenographers and Accountants Union No. 12646, according to an announcement made by its Secretary, Ernest Bohm. New York Times.

Edited by Local Division Correspondents



A TWO-HOUR CATCH IN TWELVE MILE LAKE, ONT.

General Executive Board Member Magnus Sinclair, in the aerial disturbances of August, was inspired to seek primitive life, opportunities for which are abundant and inviting in the wooded lake sections of Ontario.

Boarding a train in Toronto after a brief two hours ride, Board Member Sinclair found himself detraining at Lindsay, a populous village North of the Ontario metropolis. From Lindsay he went by rail to Haliburton in the environs of the forest section of a chain of lakes leading for 50 miles to Nipissing Bay. From Haliburton he went by bus to Carnaroon, a resort villa on the shore of beautiful Twelve Mile Lake, one of the series of six upon whose waters you traverse to Nipissing. But at Carnaroon, Brother Sinclair found himself in tourists' quarters with speckled trout fairly leaping from the waters in their enthusiasm to welcome a new rest seeker. He was unable to withstand the venturesome sport fish of these waters and here he located with some relatives whom he found in this Northern latitude, and the picture is one of the illustrations of Brother Sinclair's divergence from the routine of city life pursuits. In the picture Brother Sinclair is represented as the second from the left. The catch are all of the Mountain trout type. Of the six lakes that lead from Carnaroon to Nipissing Bay, a distance of 50 miles, there is live fishing and entrancing sports for camping. The lakes lie about 75 miles North of Toronto. The most southerly is Twelve Mile Lake, and due to its convenience is perhaps the best known. Brother Sinclair says that trolling is real sport and one may be sure to lay hold of a big one every ten or fifteen minutes. He urges those of the Amalgamated Association who wish to take a Summer vacation to take in these northern lakes, where they can be sure to get

real sport fish. Plenty of accommodations can be found along the shores of these lakes as there are summer hotels and boarding houses for tourists and there is no end of opportunity to establish camping grounds right alongside the Lakes in beautifully quiet and restful places. These lakes as fishing resorts are really newly discovered in the way of general attraction to tourists. Carnaroon, a village that already subsists mainly from being a tourist resort, comprises a general store, smaller stores, church, post office, school, etc., and is a convenient base for supplies for the camps established beyond, along the shore line. This section has long since been known as an ideal deer hunting ground in season. Members wishing to take advantage of this entrancing fishing and hunting ground would do well to write Brother Magnus Sinclair, 244½ Waverly Road, Toronto, Ont., who will give full information, and if next Summer at the time one is wishing to take in the trip he should be in Toronto, he will assist in proper preparation by those who would wish to thus spend their Summer vacation.

OBTAIN REST DAY ORDINANCE

Seattle, Wash.—We have yet to see the non-union man who would refuse to take the wages and working conditions obtained to him by his associate union men.

January 1, 1924, there goes into effect in Seattle an Ordinance granting one day's rest in eight to street and electric railway employees. This piece of legislation was enacted only after long efforts on the part of Division 587 and stubborn resistance. At most every point, someone who could not see through the veil of ignorance, gave only an ill-natured consent to the measure. This achievement stands out as a monument to conditions built of the street railway men of this city. There was some disagreement, but the real union men realized the benefit of the movement. It is the only way to prohibit the time hog from working himself into the grave.

Of course, there have been labor questions since before human beings emerged from slavery and began to work for wages. It is not a flight of fancy that Moses is sometime named as a labor leader. The refusal of his people to make brick without straw was the first labor dispute, and Pharaoh's was the first government pursuit to prohibit strikes. Some, both employees and employers, are of the opinion that we have yet not emerged from that way of dealing with one another. It is held that there was industrial peace when men were bought and sold with land. But now those days have been removed. Labor advocates are quite within the fact in saying that just as soon as a man gains the right to a voice in what he shall do with his hands and brain, the field is open for argument with other men who seek his help. What the back riders want, we have no definite means of knowing, but it seems not unreasonable to infer that if their voices could be heard, it would sound much the same in the main human requirements, as that of other working men, who have united to realize their achievements. We have never failed yet to see the non-union man that wouldn't take the wages and working conditions his organized workers obtained for him. A real conscientious man would not permit such without having to support the cause. There is little question but that there is fear in their hearts from the fact that they sense a condition of inferiority. We can only attribute it as being a sort of retaining ember of the old slave days when the real lash was the prompter of emotions.

—587.

NOT A CHARTERED INSURANCE COMPANY

San Jose, Calif.—The members of Division No. 265, our company being a subsidiary of the Southern Pacific, and operating the San Jose and Los Gatos interurban, get the benefit of the insurance given employees by the Southern Pacific. Those in the employ of the company six months get \$250 insurance free. After one year the insurance is \$500. Those receiving \$150 a month can take out \$1,000 additional insurance at a cost of 70 cents per month. Those who receive more than \$200 can obtain \$3,500. This, of course, is subject to 75 per cent of the men signing up before January 1, and is to take effect January 1. Age or condition of health at the time of accepting does not affect this insurance. Of course, our members realize that the Southern Pacific Railway is not chartered to engage in the insurance business but so long as the present management controls, it is very likely that the insurance can be relied upon except that should the property go into the hands of a receiver sometime. We also know that insurance provided by an employing company is paid for through the earnings of the men and is naturally contemplated as a feature of wages. The influence of it is expected to act as a soft pedal on any wage increase emotion.

A new rule is in effect that one-man car operators will flag every railroad crossing approached on the line. Some of our boys forgot to do this and got into trouble.

Brother C. E. Holmes remains with us, but has given up hope of future work. Brother John Mullally is slowly recovering from illness.

Brother Pete Mullally holds his job on the First St. Line.

Mr. Ralph was piloting a Birney car on East Santa Clara when along came a big jitney bus and butted the Birney off the track.

Vice-President R. Jamison fills the chair while President W. A. Rasmussen is absent.

Brother J. Trowsdell is improving.

Brother Wm. Kevan has recovered from recent sickness.

Brother B. F. Hawes recently underwent a mastoid operation.

Brother J. R. Hawes pilots a one-man car with the best of us.

Brother Wm. Mendia is the oldest man on our road and in years, a young man. He must have commenced when but a boy.

Other Wilford Blackmore, our handy man, runs the bus to Oak Hill Sundays and holidays.

Brother: Duxton is operating a bus in Palo Alto.

Brother Dixon has now completed 25 years in the service.

—265.

HAVE FAIR ATTENDANCE

Hamilton, Ohio.—Some weeks since Brother Huston was bereaved by the death of his esteemed mother. Division 738 extended to him sincere and deep sympathy.

We can report having fair attendance at our meetings. This presumably is the result of changing from the third Friday to the third Wednesday.

Brother Fisher has been enjoying his new touring car. It is a time for the side curtains.

Brother Al Farmer takes the credit of outspeeding all other cars with his big black Ford.

Brothers Sink and Lawrence have recovered from recent illness.

President Chas. Harvey recently visited our burg.

Some of our brothers are forgetting that there is such a thing as union labeled products. Let's get together and boost the union label. Tobacco, shoes, Bell Brand Collars and others are open for our patronage. Let's show our colors.

Brother Harry Weber, our newly elected delegate to the Trades Council, is prompt in his attendance at the meetings of that organization, and makes good reports.

—J. E. D.

HOPEFUL FOR CONTINUED PROSPERITY

St. Louis, Mo.—November 12, a heavy fog covered our town, making it impossible to see 15 feet in front of one. Several unfortunate instances resulted in the endeavor on the part of motormen to get the public to their work.

Division No. 788 has held its primary and the election will take place and the officers elected, and will be reported upon in the January MOTORMAN AND CONDUCTOR. The nominating meeting was largely attended and much interest shown. This in-

dicates that there will be much interest taken in the election. There were present five visiting members from Division 125, East St. Louis, among whom was Brother Cross, who gave us a very good talk. He paid a high compliment to our officers and the work accomplished by them during the year 1923.

We are hopeful that 1924 will be with us equally as progressive as the year 1923 was. Of course, this will depend much upon the staff of officers that comes to the helm of our Local for that year.

Brother Joe Marsh is again at work after a period of sickness.

Board Member Edw. McMorrow, who is a member of Division 241, Chicago, paid us a visit November 12. We were pleased to have him with us. He had some business on the properties across the river, which inconvenienced him to attend one of our meetings, where he gave us a good talk. He told us, as is usual with him, to "sit steady in the boat."

—788.

JOLLY BUNCH

Indianapolis, Ind.—Division No. 645 extends a Merry Christmas and happy New Year to all members of the Association. While this is true, the employees in Indianapolis say the Christmas bells do not ring very loud for them. The scale of wage here is 37¢ to 42¢ after five years service. The employees begin to realize that they have little chance of securing better wages. Their appeals do not get them what they are looking for. Many of the old guards are yet around, some drift away but return.

A short time ago we were asked to assist in securing better conditions, but as we know Mr. Winters, the company attorney does not like the word "Amalgamated," we do not care to trouble his heavy head of hair at this time. Then Mr. Latta might think there was a FRAME-UP, smoothe and cunning but caught and indicted with others conspiring to misuse county funds. Yet has not, been brought to trial. Mr. Latta always pleaded clean hands before the court. He is one of the company's fine attorneys.

After being locked out for seven years we still hold our regular meetings.

Brothers Dennis Sullivan, Fred J. Weber, F. W. Shigley, Charles H. Coval and Harry Ramsey are on sick list.

President Albert H. Brown, president since we organized in 1913, was succeeded by Brother J. R. Toms at the last election. Brother Brown was recently married and now lives in Lima, Ohio.

George Layne says, in his letter
Which fills my heart with joy
I'm father of two splendid girls,
And one big hearty boy.

He and his wife together
Complete the family tree,
They're living in the City
Just as happy as can be.

Then he goes on to tell me
Of a band of street-car men,
Belonging to a Union
And meeting, now and then.

Albert Brown, the President,
And Secretary White
Will call the boys together
To meet with George to-night.

And if I had the power
These Loyal men would go
Back to their old-time places
They left ten years ago.

And too, with increased wages,
They deserve it, in a way
To make up for the many years
They've failed to draw their pay.

So, when I reach the Border,
Of the land beyond the Stars
I hope I'll meet these Loyal men
That used to run the cars.

I said, I want to be there
And I want to be Alive,
As the Pearly Gate swings open
For Six Hundred Forty-Five.

—645.

PURCHASING POWER BEST INSTRUMENT

St. Joseph, Mo.—At our meeting of November 22, we had nomination of officers and the following were nominated: President, F. E. Wilson; vice-president, Grover Hadley; second vice-president, R. M. Pennington; business agent, S. L. Dameron; secretary-treasurer, Roy Shaffer; recording secretary, E. Matthews; J. L. Kilgore and Emmett McDelland; conductor, H. Laird and R. T. Lee; warden, Tom Carroll, Bert Francis and J. F. Moore; sentinel, A. T. Jordon, C. H. Hansen and W. C. Cabbiness; correspondent, A. D. Reynolds; executive board, W. A. Payne, J. F. Reynolds, W. O. Poe, G. E. Jenkins, H. Laird, A. L. Dasey, Geo. Fidler and A. E. Ferguson.

Division No. 847 celebrated the formal opening of her new home in the Labor Temple, Fifth and Edmund Sts., by two meetings. President Reuben T. Wood of the State P. of L. and J. L. Wines, of the G. E. B. of the United Garment Workers, were to be the principal speakers. Brother Wood is from Springfield, Mo. He was unable to be present, as he was held at Lebanon as a witness in a suit against the Frisco Railway. Brother Wines addressed both meetings. There was also music and other features, and refreshments. The first meeting was held Thursday evening for the day workers, and the second meeting Friday afternoon, for the night forces.

Brother Wines, the principal speaker, made a plea to the wives and daughters of union men to support labor unions' materials by the purchasing of union made articles. This was the first meeting of Division 847, where the families of our members were in attendance, and it proved a wonderful success.

The ladies were invited to talk and the first one was Mrs. Harry Pennington. Her talk was enjoyed by all. Her remarks showed that she had been reading the MOTORMAN AND CONDUCTOR, as she was well posted on unionism. She has the honor of being the first wife of a member to talk at one of our meetings. We expect to hold these meetings often, so that our wives and daughters and mothers may be able to attend.

Brother Wines told his audience that the purchasing power of union workers is the best instrument we have for the advancement of the cause of organized labor, if properly used. He said: "No judge has ever issued an injunction to prohibit the purchase of non-union made goods, and no man or woman has ever been sent to jail for talking such a stand." He urged that we use the same freedom in the purchase of union made goods. If the 18 Million Dollars daily wages earned by union men in the U. S. were spent with union people, we would never hear of strikes or lockouts. He urged the men to educate their wives, who do the family purchasing, upon the power that they can wield for their husbands, and said: "I would rather have one woman with a union label on her heart and the purchasing power of union wages in her purse, than 100 men on strike." Brother Wines was the man who organized us in this city August 28, 1918, and has since been a true and faithful friend to this organization. His talk to the members and their families was appreciated. It was one of the best talks that Brother Wines ever made, and will be long remembered. The meetings were well attended.

At the afternoon meeting Mrs. A. D. Reynolds spoke. She said that she spent her union-made money for as many union made articles, as much as possible, and she was glad that we had a meeting of this kind so the girls might be able to familiarize themselves with the organization and the union's purchasing power. Her remarks were well received by all present.

—RICHARD JOHNSON.

HOLD ANNUAL BANQUET

Battle Creek, Mich.—Division No. 333 held her annual banquet Wednesday morning, December 12. The business of the Local at this meeting was that of the election of officers for the year 1924. Officers elected were as follows: President, J. Trauch; vice-president, Hiram Johnson; secretary-treasurer, C. Weed; conductors, O. Peck, V. Young; sentinels, J. Slaughter and M. Haines; correspondent, H. Newman; joint advisory board members, J. Trauch and C. Weed.

Following the election and the doing of the ordinary business of the Local, the banquet tables were spread, at which 62 visitors and members were seated. Roast chicken and all that goes with it, pies, ice cream, cake and coffee constituted the

menu. Following the gorging of stomachs, smokes were distributed, and speeches were made. Outgoing President James E. Merrill acted as toastmaster and made a most splendid address, reviewing the work of the past year and extending beyond that during the period he has served as director of this Local. Brother Merrill had refused to accept re-election, claiming he wanted a rest, but he assured the members that he would willingly assist the new president in any matters that should come up upon which his assistance would be requested. He also assured the members that he would be in attendance at every meeting within the year 1924, and urged that all other members attend meetings.

A unanimous vote of thanks was tendered to Brother Merrill for the excellent service he has rendered this Local. His period has been a trying one, carrying us through the war, and the distressing depression following the war, up to the present time. He retires with an excellent, clean record. During the period he has been President of our Local, he has also served as Secretary of the Joint Advisory Board of the group of seven organizations upon the Michigan United and Michigan Railroad systems. He is succeeded by Brother J. Trauch in whom we, of course, have confidence. Brother Merrill also made an appeal to the Local in the interest of the Label Trades. He urged the patronage of union labeled goods on the principle that the label guarantees to the purchaser that such goods are made by union labor and the manufacture of which can be relied upon as of the best make. He referred to the Bell Brand collars and the Arton Fisher Tobacco Company of Louisville, Ky., citing that the Arton Fisher Co. had employed union labor for over thirty years. This company, among other products, puts out a union labeled cigarette of the very best brand.

President Merrill introduced to the Local General Organizer Geo. Disney of the Boot and Shoe Workers International Union, who made a most able address to the members. We regret that we haven't space to publish his entire address. It would be instructive to every member of our Association. He elucidated on the general principles of the trade union movement, and, of course, urged the purchase of union labeled goods. He explained that union labeled shoes are the best made. He called attention to the fact that in the manufacture of the Bell Brand Collar in Albany, N. Y., there are but seven collar workers employed. This collar is a union labeled collar. Brother Disney was wearing one himself. He showed that in the event that all trade unionists who wear collars would purchase union labeled collars, that instead of seven collar workers being employed in that shop, there would be 700 and more so employed.

Chairman Fred Hamlin of the Joint Advisory Board, who is also President of the Jackson Local, was present and made one of his characteristic talks to the members. The boys are always pleased to have Brother Hamlin with them. He is practically business agent of the Locals associated in the Joint Advisory Board and is an old worker in the organization.

There was present an International Officer who described the workings of the Association and gave a brief outline of the past Year's history. He also explained the organizing and developing of Division 333 and the Locals upon the M. U. R. property and paid a glowing tribute to our retiring president for the efficiency of his work upon the Joint Advisory Board. The meeting was entertained by music and songs. Brothers Padgett and Val. Young, both of whom proved to be vocal artists. The meeting proved to be a very enjoyable event and will be long cherished by those who were present.

—O. M.

FOR YE OLDE TYME

Bridgeport, Conn.—The good old Summer days of 1923 have passed away and the year is now drawing to a close. Summer time is when trolley men work the hardest. We always look forward to the close of the Summer season for our vacation. Brothers Jock MacAllister, Bill Barley, Bill Smith, Bill Watson and Nick Powers have returned from vacation trips after sticking for a year on one-man cars.

At our meetings which are fairly well attended, Brothers Doc Wald and Barney Flanagan are together, hammer and tongs. Doc may be all right as an M. D., but he seems to come about 1:27 with our silver-tongued Barney. On the Philadelphia lawyer stuff, Barney is there.

Brother Sgt. Paul Toupin has not yet recovered from his two week's camping trip held in the F. L. with the boys who went across the pond to "Hock-

the Kaiser. He took with him young Paul as a mascot. The youngster is a chip off the old block.

Brother Jack Webb is champ on the Oak St. Line. His smile never comes off. The passengers seek his form. Brother Tom McCormack could take a tip from him and stop crabbing.

Brother Bill Friebott is yet enjoying the fact that there was, sometime since, a new arrival in his home. He has now made the score even with Brother Geo. Longboat Friebott. If these two boys ever leave Bridgeport, half the population is gone.

Brother Pat Kelly is now wearing the smooth surface, after dispensing with 17 boils worth \$5 apiece—on the other fellow's neck.

Brother Homer Blackman contradicted a fish story he heard on his phonograph the other day.

Brother Bingie Nolan is yet reminiscing on his vacation at Lee, Mass., where he caught two flounders and thought they were bass.

Brother Pa Flanagan saved all of the old newspapers during the Summer so he can pack all of the doors and windows on his car. He also carries a read brick on each end of the car for comfort and protection.

Mrs. and Brother Dexter Southard, from the continued appearance of Brother Dexter, are enjoying married life. They have the best wishes of all of us.

Brother Alderman Riley sticks his day man on Saturday nights. He is too busy to bother with small stuff.

Did you ever hear about the Morris Plan? It is a great plan for Morris, but not for the party of the second part, no signs his name and has to pay for the man who beats it. Ask Brother Tans.

Here goes a few lines for ye olde tyme. Now that the Summer is over and we have a chance to get off of a Sunday once again, I hope that the brother who relieves you day men and has the worst part of the run to face after you are through, will be considered as human and that some consideration be given him in the way of Sunday off, with his family once in a while. Don't be a hog and take all of the Sundays on the Calendar.

—JERRY ON THE JOB.

REPORT PROGRESS

Menominee, Mich.—Division No. 302 can report progress. This Local comprises the electric railway men of Marinette, Wis. and Menominee, Mich.

Brother Frank Wiegars recently returned from his annual two week's hunting trip. He mistook a fine Jersey cow belonging to one of the poor North Michigan farmers for a deer. The farmer came to Menominee after Frank returned and put in a claim with the traction company, which was rather a complaint. On his next hunting trip he will be supplied with glasses by our Local.

Brother J. Seidl recently joined the ranks of the Benedicts and for his wedding trip visited Beloit, Wis. The two have our best wishes. I may mention that there are but three single men left in our family. Brother L. Kickbush seems to be hanging out very late in Frenchtown. Watch your step, Louis, and don't be foolish. Remember that this is a period of the high cost of living. Brother Wayne McBride is also beginning to wane. It will be a mighty lonesome time for the poor, lone batch if those two go astray.

We held our annual dance November 28 at the Menominee Armory. It was a success socially and financially.

It is reported that Brothers Steve Wesoloski and Joe Seidl enjoyed a fine turkey dinner at 12 o'clock sharp, November 29.

—COR. 302.

ENCOURAGE CONFIDENCE

Ottawa, Ont.—We may ask: What of the present position of Division 279, and what of its future? What has been lost through lack of co-operation and what is the underlying cause? Few may say it is the fault of the officers. But the results of the officers' efforts fail to bear out that contention. Then why are we not enjoying the benefits that are rightly ours and are obtainable? Lack of the necessary co-operation is the cause of it all.

Do you know that lack of co-operation in an organization like ours is encouraged by those who are opposed to the organization? There are always elements in every organization among the members working in and around various groups in an endeavor to create dissatisfaction. This element is continually crying that there is no protection for the members and have in some cases gone so far as to suggest dual organizations.

What has been done by these back door methods is becoming common knowledge to all. It is to the general interest of all that such situations be cleared up and the rigid policy of protection and preservation be adopted. Car barn criticism and street corner condemnation accomplished nothing and is an evil that must be stamped out.

It is our turn now to clear the atmosphere. We were advised sometime ago, from another source, that small sores, if neglected, become cases for operation. An operation is necessary now, and if an arm must be amputated, to save the body, then sacrifice must be made.

Loyalty to organization is essential. Loyalty as expressed in our obligation, and which leads to co-operation, makes possible the greatest good to the greatest number. When disloyalty is discovered and obligations are being violated, sufficient courage should be shown in dealing with such cases. It is the duty of every member to expose disturbers instead of lending a listening ear to them in secret. Invite them to come out into the open with their criticism and if they have any charges to make let it be in the presence of the one accused. Disrupters must be dealt with. One already has paid the penalty. It took sometime to find out who was the snake in the grass, but he showed his head at last. Company managements should recognize that loyalty is an element within the man. If one cannot be loyal to his obligation to his fellow workmen, he cannot be loyal in his employment.

Brothers, let us not lack confidence in one another. Let us encourage confidence and determination. When the first gloom carriers come around let's discourage them. Is not a combatant's strength measured by his opponent's weakness? What was conquered by the board of arbitration will be ours only when there is unity of purpose in demanding it. We have learned that lesson. Confidence in each other, that all will stand loyally together and see that right will prevail is a surety. When this is the spirit shown others will realize that unfair advantages cannot be taken. All things that are ours by right will be ours when we have the courage to ask for them, with the full co-operation of all members and the loyalty of all members in standing solidly in any action that may be necessary for enforcement.

Report was recently made upon our sick benefit. It was undoubtedly of interest to all.

Sometime since we lost a devoted member by death of Brother Jones. He came to an untimely death as the result of being crushed between two cars. We extended heartfelt sympathy to his bereaved family.

Brother Deevey is now out of the hospital.

—279.

AGREEABLE DISAPPOINTMENT

Peterboro, Ont.—Division No. 622 held a regular meeting November 11, with a good attendance. The business was very brisk. Nominations of officers took place. A good attendance is hoped for at the December meeting, when the election will take place.

Some agreeable disappointments have been realized in the past three months. One is, that the one-man cars have not put in an appearance. Our members are hopeful that they never do.

We are pleased to have with us a very active and helpful member from Division 113, Toronto. We believe he will be of much assistance to us. I wish the members of our Local would live up and show themselves anxious to do and say what should be done and said by a union worker.

Brother D. Oatrum is deeply interested in the opposite sex—a little too much so when on duty. It gives the public a chance to think small things about the members. Look out.

The management of this property is discussing the question of old age pensions and a time limit of benefits on the basis of length of service. This will be helpful.

Our members have carefully read the statistics of the October issue of the MOTORMAN AND CONDUCTOR. They much enjoyed the convention talk as though they were there. Division 622 wishes to extend a hearty vote of thanks to the M. & C. They also extend a vote of thanks to the International President, Brother W. D. Mahon, for the patience and consideration he has given the business affairs of the Association throughout the year, 1923.

In closing we wish to extend to all Brother Locals, members and officers, and the International Staff, a Merry Christmas and a vigorously prosperous and happy New Year.

—622.

DETROIT DIGEST

Division No. 26 has elected a new staff of officers for the year 1924. Brother Clarence Nugent was re-elected Secretary-Treasurer, but a vigorous campaign found Brothers Herbert Gee and Business Agent Garrett Burns to have failed to pull through. These two brothers, as president and business agent, have well served the local, the former for 5 years as president and several years previous as executive board member, but it seemed that the majority of those who voted wanted a change. The latter had served as business agent for 2½ years past, and on two other occasions had held the office two years each. At this election, he was defeated by former Secretary-Treasurer Neil McLellan, who, previously, while secretary-treasurer, entered the world war from which he retired as sergeant. The two old officers were defeated by well known and popular candidates. The new president is Brother Herbert A. Meeker of the 14th line, who has repeatedly served the local as agreement committeeman, executive board member and has attended as a delegate, various of the International Conventions. Both were of the Oakland Convention delegation from the big Detroit local. So, Division No. 26 will not be without well experienced officers. Brother Robert Otis, another of the Oakland Convention delegates, was elected vice-president. Brother James Lee succeeded himself as sergeant-at-arms. He, too, was a delegate to the 18th Convention held in Oakland.

The street Railway Commission has agreed to continue the present wage and conditions provisions granted by the award of the Arbitration Board that expired November 30, for another six months, as petitioned by the local, through its officers. An added feature, sought by the local to cover other employees than trainmen, which was sought by the members is yet under consideration. It is hopeful that this feature will not be forced to arbitration by the Commission.

Wednesday evening, December 19, at the Elks' Temple, the officers of the local entertained Judges Harry Dingman and E. J. Jeffries, where a supper was enjoyed and the judges were presented oil paintings of themselves by the local, as a token of appreciation for their services as arbitrators in the recent wage arbitration. International President W. D. Mahon and 1st Vice-President Wm. B. Fitzgerald were also invited guests. President Mahon, in well chosen words on behalf of the local made the presentations which were responded to by the two judges.

A vote is about to be taken by the interurban, Port Huron, Flint, Ann Arbor, Pontiac and other city lines upon the question of consolidating with Division No. 26 or forming a local of their own. The other alternative is to continue as they are. The vote will be taken January 8. There is strength in numbers. We believe it would be beneficial to all of us if they all come into Division 26. The door is open.

—SCRIBE.

ABANDON SICK BENEFIT

Pueblo, Colo.—At the regular meeting of Division No. 662, held the first week of November, officers were elected for the new year on the system of the high man being the winner. Those elected are: President, Dee. A. Spencer; vice-president, J. L. Brady; recording secretary, S. M. Hanna; financial secretary-treasurer, E. M. Kouns; conductor, W. E. Bachman; warden, L. C. Evans; sentinel, J. S. Austin; correspondent, C. G. Easterly; executive board, Dee. A. Spencer, James W. Biggs, John Tully, V. G. Easterly and E. M. Kouns. Some of the old officers were re-elected. A few are new.

Our company bought six more one-man cars in November, making a total of ten. Nine are in operation—four on the stub lines, and five on Orman Ave. and Irving Place. To get by the old franchise which calls for two men to each car, in the business district they have two additional men called pilots to assist the regular men from the Mesa-Junction to tenth street.

We are of the opinion that some of the men are getting more than they want of Birneys and will go back on the preferred two-man cars. Just ask Dave Reed and Bert Leach.

Motorman Brother W. C. Yark and Dave Fraser have been on the sick list for the past two months, and improvement seems slow with them.

Our sick benefits were voted out of our local by a majority of the members a few months ago which will be greatly missed by the sick.

The officers for the year 1924 will be installed the first week of January, then I may be able to tell you more about our smoke in the future.

—COR E. G. E. Div. 662

HELP GRANITE CITY BROTHER

Springfield, Mo.—Brothers Charles Ross and Willie Mumford are painting the motormen and conductors' room in fine shape.

Brother Henry Ball signed a P. M. run.

Most of the boys stepped out the first of the month with new uniforms.

Brother H. Martin said, there was no use of him attending the stock show as there were no razor-back hogs there.

Brother W. J. Mackey is back, after being laid up with a broken rib for the last three weeks.

Brother Haynes has purchased a \$3,000 home over on the south side of the city.

Brother Frank Ross spent a week fishing down on the River.

What is wrong with Brother W. C. Brown? He laid off one day.

Brother Fred Buchanan helped furnish the music broadcasted at the Shrine Mosque, November 7.

Brother T. H. Grantham had an accident recently and while getting names of witnesses, the coward whose auto ran into the St. Car, got the switch bar off of the car and hit Brother Grantham across the arms almost breaking them. He will be laid up for several weeks.

Brother Sage of Okla. City is visiting friends here. He formerly was our vice-president. Brother Sage is now in the oil business in Oklahoma.

Brother Walt Lewis was mistaken for a quail and shot the other day by one of his fellow hunters. He was not hurt very badly.

Brother Abbot Williams passed a petition around to help Brother Louie Bairy of Granite City, who is now in a sanatorium in a critical condition. Brother Bairy moved his membership to the Granite City, Ill. Local. Seems their local is not helping him. It is our duty to help our brothers when in need.

Brother McDaniel's barn caught fire the other day and was completely destroyed and his car was also destroyed.

—691.

CHANGED MEETING PLACE

Kingston, N. Y.—Division No. 953 has changed its place of meeting. Up to September we met in city hall, which made it rather inconvenient for some of our members to be present. Arrangements were made with our General Manager to hold our meetings at the car barn. This we find to be a great convenience.

Brother Walter Dunlap is yet enjoying his new Chevrolet touring car.

Brother John Feeney reports that his farming experience the season just closed, was a success.

Brother Jim Dunn has been inconvenienced by the parents of his lady friend moving to the central part of the city. He doesn't have so far to go.

Brother Jack Dawe is yet telling of the pleasantries he enjoyed while in New York City sometime ago.

Brother Fred Leminstor is full of reminiscences of things that transpired while he visited the State Fair in Syracuse.

Brother V. Blackwell has recovered from a badly infected eye.

Closed cars are now in operation upon our line. They are very attractive with a new coat of paint.

—COR. 953.

ADDING MEMBERS

Lewiston, Me.—Division No. 721 is in very good shape and adding new members continually.

Several of our members visited the Norway Fair during the latter part of September. One of the brothers was afraid to look behind him for fear of being discovered by his wife.

Brother Daignault is recovering from his injuries sustained in an accident that occurred while operating a one-man car.

Brother Finley is again with us, after doing government work through the Summer.

Brother L. Potter is looking for a chance with Sousa's Band. "We Have no Bananas" is a popular piece with him.

Brother Chas. Mason reports that his ankle is keeping up well following his return to work. His ankle was broken.

Our genial Starter Ralph Brule is maintaining good health since his recent illness.

—721.

SOME RABBIT HUNTERS

Erie, Pa.—Some of the professional rabbit hunters of Pa. are connected with Division 568. Beyers, Lang, Payne, Topper, Noland, Gronnett, Foulk, Kimmel Lutz, H. Martin look for the big game. The best story is that the rabbits that come rolling down hill for John Gronnett to shoot at.

Brothers Goulet and Derby are on the sick list, from injuries in accidents. Brother Goulet was struck by an automobile while throwing the block light and dragged thirty feet. He is slowly on the gain. Brother Frank Derby, injured in a collision of cars is slowly gaining.

The boys enjoyed the grand feast at the so-called ball game. Umpire Solomon called the eats at one o'clock and you ought to see those Giants eat, just like making home runs.

When it comes to stealing cars there is nothing on the men working at the G. E. They build cars for sale and then their employees steal a train with a car load of passengers.

Oscar Topper has got the only trained auto in the world. It will go along the main street through traffic without a driver, makes its turns easily and stops to look at fancy shirts to give its owner for a Christmas present.

Officers of Division 568 for 1924 were installed as follows: President, Paul V. Billings, third term; 1st vice-president, LeRoy Miller; 2nd vice-president, Hugh Conway; business agent, Harry Solomon, since 1911 with the exception of 18 months from June 1, 1920 to Jan. 1, 1922; treasurer, Dexter Jewett, (second term); trustee, (3 year) William Hickernell; executive board, John Mahoney, (third term); Kay Otis, (second term); John H. Gronnett, George Bookmeyer, (second term); conductor, (early meeting) Phillip Schroock, (late meeting) Daniel Coughlin; warden, (early meeting) Cleon Barkman, (late meeting) Charles Rowlands; sentinal, (early meeting) Joseph Angelotti, (late meeting) Herbert Ryan; Delegates to C. L. U., Cleon Barkman, George Brown, Harry Solomon, William Sutter, Julius Yochim. —568

ESTEEMED MEMBER LAID TO REST

Windsor, Ont.—Division No. 616 has suffered the loss of her oldest motorman in point of service. Brother Joseph Sullivan, Brother Sullivan passed away Sunday evening, November 11th at the family home, 117 McEwan Ave., Windsor, Ont. after a protracted, painful illness. He had rounded out 29 years of continuous service and his loss is keenly felt. He often spoke of the times when he worked in this line of business for a dollar and a half per day and a day's work was from 15 to 18 hours. He always was pleased to say he was a member of our Local Union. When Division 616 was organized, he was among the first enrolled. It is a pretty well known fact that when a new Local is organized, the older men in seniority are as a rule, very reluctant about joining. But Brother Sullivan did not hesitate and during our memorable year, 1919, when we participated in several strikes with the S. W. & A. Ry. Joe always was at the meetings held every day during the strikes, and always willing to take his turn at picket duty. Whenever any of our old men showed a weakening, he always strongly induced them to come to the meetings, and tried to cheer them up. He was a very capable motorman and was highly commended for the presence of mind he showed when a string of box cars broke away from a switching engine and crashed into his car at the entrance to the Ford factory on August 17, 1922. He sped up his car and, by being on the job, avoided a big death roll. He was laid to rest on Wednesday morning, November 14, in St. Alphonsus Cemetery. About forty members of Division 616 marched in a body to the home, attended Requien Mass at the Lady of Prompt Succour Church, Curry Ave., forming a body guard as the casket passed in and out of the church and also at the grave. 616 sent a beautiful floral token in the form of a broken wheel. Our charter was draped for the usual period.

Division 616 has once again settled down to business after the annual election of officers. I will announce new officers next month.

Brother Cecil Scott, "Jazzy," has a number of friends, most of whom are ladies. We would like to know who the two young flappers were who called him up on the night of December 1st. "Giggles from Brothers Arden and Windibank."

Brother Geo. Bennett has gone into the grocery business. Give Brother George a call.

Brother Readman is very fond of ham sandwiches and sweet pickles.

Brother Jack Cook recently had a couple of weeks vacation to attend court. He was Crown witness in a mail robbery case which occurred two years ago. The fellow who was charged squealed on Jack Clammy that Brother Cook kicked the mail bag off the car. Brother Cook, we are pleased to say, was able to clear his good name. He has the congratulations of the Local.

Division 616 wishes each and every member of the Amalgamated a very happy New Year. —616.

EDEN OF NORTHWEST

Edmonton, Alberta—We have held our meeting for election of office-bearers, for the year 1924. The following is the list: President, James McTear; vice-president, William Quin; financial secretary and treasurer, Fred McLean; recording secretary, Charles Blake; warden, J. Taylor; conductor, J. Adams; correspondent, Robert Chambers; all by acclamation.

The year 1923 has been a most successful year with Local 569, both financially and numerically. We are 97 per cent strong. I am sure we owe all our success to our worthy President James McTear, and his able executive board. Brother McTear has been president for three years, and the best we have had since the formation of the Local. He is always ready to put up a good fight when the boys have a just cause.

1924 is going to be a strenuous year, as the city is going to try and make a cut of 10 per cent, off all Civic Employees' wages. The Civic elections are about to be held, and we have our Labor Slate ready for the fray. Mayor Duggan is leaving the chair, and I am sure all the boys are sorry, as he has always given the Civic employe a square deal.

The weather with us here is something grand, as we have not required the snow plough, so far this year. California cannot beat this climate, and if any of the boys from the U. S. A. want a good holiday for the winter, this is the place to come—sun shining ten hours per day.

With the greatest crop that Alberta has ever had, things are looking bright, and with such good prospects, Edmonton is sure to become one of the most important cities in the Northwest.

Our executive board for 1924 is: R. Minter, T. C. Ramsay, D. McDonald, A. McCann, J. Walker, U. McPherson, W. Evans, J. Mooney. —569.

HONOR MEMBER NEWLY WED

Trenton, N. J.—At a reception given sometime since, to Brother Hoff, in honor of his previous marriage, dance steps were demonstrated by Brothers Pegleg Brown and E. Daly. Brothers P. Dolan and M. Sweeney, our two fat men, arrived at the reception by crane car.

What certain operator is it who sits under the trolley sheds at the fair grounds for three hours waiting for his lady friend?

Brother Jim Rogers is authority that chewing gum will retain its flavor all night by placing it on the laps of your coat.

Brother Joe Klemmer wishes Brother Ed. Delouie would cancel his make-offs.

Brother F. Malkin should have the street lights turned off before walking out with his sweetie.

Betty is some baby. Ask Brother Tim Dolan.

Brother H. McCormick was pleased to get back from the recent convention. His convention bed fellow reminded him of a locomotive ahead of freight train while he was asleep.

Brother Ed. Buher is now a driver of a bus.

All records were broken when a certain brake adjuster adjusted 83 cars in six hours.

The stern dictation of night dispatcher Hogan at the car barns reminds one of slavery times.

The only difference between Zeke Hildebrand and the famous Valentino as a lady killer is that the latter started as a boot black and Brother Hildebrand as a motorman.

Brother Pintowske, formerly an employe here, was a recent visitor at the restaurant, and it was regrettable that she is now married.

Brother Purcell takes his trolley pole with him up town when it needs fixing.

Following a lengthy illness Prop. Newman of the restaurant is again on the job. We all enjoy his cherry smile.

INSURANCE CUTS WAGES

7

Peterboro, Ont.—Division No. 622 has held her last meeting for the year 1923. Our President, who had previously been hurt, was not able to attend. All officers were re-elected by acclamation. They are as follows: President, W. Sedgwick; vice-president, A. Robertson; recording secretary, H. Strong; financial secretary, G. Reynolds; treasurer, C. Morton; conductor, C. Andrews; warden, W. Whitworth; sentinel, J. Hawitt; correspondent, H. Smith.

Our company has taken out insurance for its employees. They deduct 2½ per cent from each employee's earnings per month, which amounts to about 10 cents per day, and in case of death, the beneficiary receives a year's salary. If a man quits the service the company returns to the party, or parties, quitting, the amount they kept each month from the salary, with an additional 5 per cent interest. So this amount taken off the wages, with the 9½ per cent cut received a year and one month ago, makes it difficult to keep a home on such small pay. This insurance proposition, together with the cut in wages, is felt.

Brother A. Armstrong recently hit a very hard substance on the Canadian General Line, very nearly killing his running mate.

Brother L. Pogue nearly got in wrong with the Superintendent a recent morning. It doesn't do to be too independent. If one has a grievance it would be better to hand it over to the president of our Local.

Brother R. H. Guthrie, it seems, should give the alarm down at the barn. Go to it, Bob.

We are pleased to report rapid improvement in the condition of Brother W. Jarvis.

Brother C. Morton is suffering from blood poisoning in his hand. He is on the mend. We wish him a speedy recovery. Our members extend to all brother units of our Association best wishes for a happy and prosperous new year.

We congratulated our officers and thanked them for the willing way in which they accepted their duties for the year 1924. We gave three cheers for the A. F. of L. and also for the Local, wishing the officers all speed and a happy and prosperous New Year.

—622.

INSTALL OFFICIAL STAFF

Wheeling, W. Va.—Officers of Division No. 103, Wheeling, W. Va., who have been elected and installed for the year 1924 are: President, H. J. Carroll; 1st Vice-President, P. Isaac Crow; 2nd Vice-President, J. D. Moore; recording secretary, T. A. Swaim; financial secretary, A. H. Crumley; treasurer, Charles Sonefeld; executive board, Island Barn—H. L. Rayl, Beech Bottom Barn—Martin Oats, McMechen Barn—S. O. Wilson, Folsenbee Barn—Frank Huff, City Ry. & Elm Grove Divisions—Charles Downing, Charles Gribbons and Paul Mink, Shop Board Member—Clarence Wood; correspondent, J. D. Moore.

Season's greetings are extended to all Locals and officers of the Amalgamated.—

—Cor 103.

AVOID THE LAST MOTION

Atlanta, Ga.—Under the head of Good and Welfare, I want to make some suggestion.

Now the honest, conscientious critic is really the safety valve to all successful lines of business. But there is another kind of criticism that is hurtful, if anything, and comes from the knocker or spy whose motive always is to tear down.

Don't we find all big industrial concerns carrying the public accountants verified statements over their financial affairs as a sort of Safety First? The auditor's work is purely constructive criticism. It enters as a sort of Safety First play. A correct audit doesn't mean that the auditor is one whose sole duty is to run down professional crooks. His work should spell justice and safety for all who may be concerned.

The lost motion—errors, negligence, inefficiency—goes along with all lines of business. At times it needs the spur of a guardian, or guiding hand, and the expert accountant to keep things straightened out is a convenient guiding hand. The honest man intrusted with the handling or management of other folks' finance, should invite just and honest criticism of his stewardship. The auditor should be welcome at all times.

Doubtless incorrect auditing, or no auditing at all has been hurtful and really a loss to organized

labor's strength and accomplishment. Doesn't it take a correct balancing of the world's finance sheet to keep things moving—and then some? Doesn't it take correct accounting to meet the policies and processes of insurance companies, which make our homes safe in case of fire or death? Isn't it necessary to any banking or industrial business?

Then why is it not the duty of all members of the labor movement to be prompt in payment of dues, and steadfast in exactions of accuracy in the financial affairs of their organization, insisting upon reliable and efficient auditing of accounts? You know bull dogs are kept in some homes as a safety first play. The organized labor craft that places a safeguard around the finance vault is at all times in a position to say "Yes," or "No," when autocracy shows up too strong from some angles.

In the short space of a few years Atlanta's car men have covered a vast scope of territory in the day of accumulation of experience and some of it has been sad. If a whole lot of sad experiences would make a Local rich in finance 732 would now be in the banking business. She would have, at this time, taken the full course. However, it is now apparently going fine. We captured the first prize in Atlanta's Labor Day parade. We had the smallest and most unique miniature street car and the largest drum in the world. We also carried the biggest pipe (possibly made in Germany) in the South. It represented 98 per cent organization. Also we had the smallest pipe in the world, that represented 2 per cent of unorganized car men of Atlanta.

Local 732 wishes to extend profound thanks to the Georgia Railway and Power Company for the assistance of the management of the property in our Labor Day Parade. Atlanta's street car magnates are not lightweights and they are human.

Do you know that Atlanta's street car men are living in what is to them an entirely new age, when compared with the life imposed upon them prior to the year 1916? when they were supplied with free secret escort service?

Well, things have changed. The Atlanta car men changed things themselves. They organized this Local Association. In noting it I cannot help mentioning our old war horse, Hardy O. Teat, who for 28 long months whispered the secret into carmen's ears as to what organization would mean to them here in Atlanta. Hardy tells it to them out loud now and they all know it by experience, even though some of this experience is not so pleasant.

ONE OF THE 98 PER CENT.

THE RIGHTS OF SENIORITY

By Bill Hauck

In reading the reports of the Oakland Convention I find there was an appeal asking that the laws of the Association covering seniority be changed and that the provisions in the future be such that all runs either late or swing would change about—that is giving the men operating them the right to change about once a week or every two weeks or possibly every month, thus giving the swing and late men the day runs for that period and vice versa. This to be submitted to a referendum vote of the membership to adopt instead of the present law which gives a man his seniority rights in selecting runs according to his continuous time in the service as a motorman or conductor.

I feel that the Convention did the right thing in rejecting this proposition and maintaining the present just laws of the Association. They were acting according to all principles of democracy. The definition of liberty as adopted by the French Revolution in 1793 is as follows:

"The liberty of one citizen ends where the liberty of another citizen begins." Victor Hugo said this embodied all human laws—it means that the right of one man ends where the right of another man begins.

A man that has worked continuously on a railway for twenty years meeting all the requirements, contending with all the environments and conditions that one has to contend with in the operating of a street car, surely holds the right of priority so far as a run is concerned over the man who has been on a run for one year.

Surely the French definition applies to him and that the one man's rights commence where the rights of the older man end, and I think that the Convention was wise and acted according to all laws of justice, fair play and democracy. It is my belief every thoughtful member of the Association who has given any consideration to this important subject must surely endorse that position.

THE BLOOMINGTON, ILL., CO-OPERATIVE SOCIETY

I am taking this opportunity to give the members of our organization some information of workers' attempt to become their own merchant.

This organization, "The Bloomington Co-operative Society," in which a considerable number of the members of our local union are members has proved to be one of the successes in the Co-operative field.

The Bloomington Society operates on the original Rochdale plan. The Rochdale system, so successful in Great Britain, has now been definitely proven to be the most suitable form of co-operation for the American workers.

The Bloomington store handles Groceries, Gents furnishings, Shoes, Coal and has the largest and most up to date Meat Market in the City. It has proven that it pays to co-operate. Recent developments show that the co-operative can give its members the most complete service at a financial saving.

The movement offers opportunity to all persons inclined to become members. The trade union movement, which has been the backbone of the co-operation, does not limit membership. Any person who complies with the constitution of the society is eligible for membership. This constitution does not interfere with anyone's creed, color or nationality. Every liberal minded person should be a member.

A membership in a co-operative society is worth many times the membership fee as an avenue to get a practical education in the greatest and best economic organization the world affords. It forms the basis for training the worker, not only in business management, but in a practical demonstration of the errors of privately owned and operated-for-profit institutions of trade.

With the training secured from the co-operative movement, it will be possible for the people to operate successfully any branch of industry which they care to operate. It provides the only opportunity for the consumer to not permit his earned wages to be used.

It was in the year 1917 that a few active trade unionists of Bloomington launched an energetic campaign consistent with their

belief that the workers should collectively own and operate their own store. To some, this idea, at that time, seemed as a wild dream, because the Co-operative Movement, although it had made great strides in other countries, was quite a new thing to a large majority of the wage earners of Bloomington. Nevertheless, inspired by their conviction that institutions that supply the workers' needs should be owned by the workers and operated for the benefit of the workers, with the profit viewpoint in the background, a meeting was called with the hope of forming a temporary organization. Disappointment camped on the trail of the first meeting, as but four persons were present. Apparent failure of their first effort only inspired the few leaders to redouble efforts, and a campaign to convince the workers that they should own and operate their own store was continued. At a second meeting, nine persons were present, and twenty-eight attended a third meeting. The fond hopes of those untiring workers were realized when, on November 25, 1917, with a sufficient amount of stock subscribed, a meeting was held, the Bloomington Co-operative Society was born, the certificate of incorporation was applied for and officers elected.

The Bloomington Co-operative Society has today five hundred members and is recognized as one of the most successful Rochdale societies in the United States. The Society has more than made good as a merchandising venture, in addition to proving a valuable supporter to the local trade unionists in time of need.

No strike or labor difficulty has passed since the establishing of the store, in which the society has not played an important role. The old game of the merchant stopping credit went down and out after several attempts to make it effective against strikes. The Co-operative has always come to the striking organization with a program that completely frustrated attempts to starve a striker into submission.

The Co-operative Society always has a live committee on hand when there is anything to be acted upon that is of importance to labor. Legislative programs of labor are supported vigorously by the Co-operatives. The union label has no better practical support given it, as the Co-operative store carries in its stock more union made items than can be found in all other stores in the city.

The Bloomington Co-operative in five years and six months has saved its members the sum of \$35,133.88 which is more than \$15,000 in excess of the present amount of paid in capital. This means paying back \$1.50 for every dollar invested, in addition to paying 4% interest on share capital.

The Local Central Labor Union has just completed arrangements with the Co-operative to arrange an up to date meeting place on the second floor of the Co-operative building which it is agreed the Central Body will lease; this no doubt will result in an even closer relationship between these two bodies.—DAVID A. RYDEN, Division 752.

SAYS SENATOR BORAH

"Labor is organized and is advancing with its policies. It is by reason of organization that labor holds its commanding position in the industrial world. Every line of industry and every line of business is organized. The farmer also must organize and accept the principle of co-operation and put it into practice."

That is Senator Borah's message to the farmers of America, issued after his summer's tour through the impoverished farm country of the middle and far west. It is at once a challenge to the farmers to find protection through self-help, and it is a promise of a new era for the millions who toil in the fields.

"The farmer," continues Senator Borah, "should organize, not for politics, but for business. What the farmer should do first of all is to loosen the clutch of those who live off of his toil and take advantage of his unorganized situation to exact tolls and commissions and interests beyond reason or conscience. . . . In the matter of marketing his products he must necessarily, and I believe he will speedily, accept the great lesson of the time—CO-OPERATION. If he does not do so, he will continue to be the overworked and under paid victim in the economic life of our country. Marketing is a group problem. In this the farmers must act together and with the most modern and experienced processes. They must find some way by which they can take the crops from the farm, from individual producers through group processes such as financing and marketing. This requires expert men and expert knowledge. It requires organization."

One of the planks in the farmers' relief program which Senator Borah will sponsor in Washington is government assistance in the organization of farmers' co-operatives. He sees in a co-operative program the only sure way out of the overpowering difficulties that are driving impoverished farmers off the farm or else into impossible debt. Senator Borah's plan is a necessary companion measure to Senator Norris' bill for the marketing of farm products by a government corporation.

THE BELL BRAND COLLAR

Let it be known that there is a concern in Albany, N. Y., that manufactures union label collars. Employed in this factory is the only collar workers union affiliated with the United Garment Workers of America, and the maintaining of this union and this factory as a union manufacturing concern depends principally upon the purchase of the products of the factory by union men. It goes without question that there are union men enough in the United States who wear collars—stiff and soft—that should they centralize their patronage upon the Bell Brand Collars and collars made by that fair company, it would increase the business to such an extent that the collar workers' union in Albany would be one of the largest

groups of collar workers in the U.S. There are without question, including steam railway employees affiliated with the American Federation of Labor, not less than seven millions of organized wage workers and if each bought but one collar a year and each one was a union labeled collar, it would mean the purchase of seven million collars from this concern, and would require the extending of the plant. How many collars do members of the Amalgamated Association purchase within a year? How many of those collars are of the Bell Brand or the soft collar bearing the label of the collar workers' union? If all collars purchased by the Amalgamated members were the product of this Albany factory, even that would be a big impetus in the collar making business for our Albany sisters and brothers. Along this line, Secretary Pearl Matson greets the members of the Amalgamated Association through a letter, as follows:

Local Unions Greetings

United Garment Workers of America

Local 261. Collar Workers

Albany, N. Y., Nov. 2, '23

Dear Brothers:

Our production has fallen off to an alarming degree due to the lack of sale for Bell Brand collars bearing the Union Label. In order for us to continue in the ranks of organized labor it is most essential for us to have the support of our Brother Union men. We therefore take this opportunity to ask if you will pledge your local to buy Bell Brand collars bearing the Union Label, which are made in first class shape.

We are making a semi-soft collar to sell for 25¢ per which is superior to any brand on the market today and should sell for considerably higher, and feel confident if you once give these collars a trial they will prove their worth, and warrant continuation of your patronage. If your dealers absolutely refuse to handle Bell Brand collars for you, we will be glad to serve you first. Write the Union Label Collar Co., 139 Hamilton St., Albany, N. Y., for the benefit of those who wish to purchase laundered collars, we have a splendid line to select from, numbering 35 shapes including the very latest roll collars. Names of semi-soft collar are Oceana, Ontario, Vermont and Newark.

We sincerely hope you will help us as we stated before, the demand has fallen off to an alarming degree and necessitates immediate action.

Thanking you in anticipation of your co-operation in this matter,

We remain,

Fraternally yours,

PEARL MATSON, Secy.

39 2nd Ave., Rensselaer, N. Y.

When even in this country, two per cent of the people own 65 per cent of the wealth produced, as we are told, it is time that the producers look about for the reason. When 20 per cent of the people own more land than all the rest, as we are told, it is time for the 80 per cent to be looking about for a foothold, this side the grave.—Labadie

STREET CAR MISINFORMATION

Under the above caption, L. J. DeLamarter, first vice-president and general manager of the Grand Rapids Railway Company, street railway lines of Grand Rapids, Mich., presents to the public, through the Grand Rapids papers, an imaginary senario comprising a few rules for "patrons to avoid." The rules are as follows:

Rule 1. The proper manner of determining whether the car you wish to board is a one-man car is to insist upon boarding the car at the rear end until the motorman gets tired of bawling at you from the front entrance and starts up the car, leaving you standing upon the corner.

Rule 2. If the car is a two-man car and you think it is a one-man car, the conductor will do the howling and if you don't believe what he says you will get it in the neck the same as in rule 1.

Rule 3. Patrons should not lie down to sleep either in the front or the rear of any car, because if the lying is done in the front the motorman is liable to bang his gong and disturb your rest; if in the rear the trolley pole might possibly fall upon you with consequent injury.

Rule 4. If upon entering the car you are in doubt whether to pay when you enter or leave walk right into the car. If you should have paid upon entering the motorman will let the whole car know it before you get to a seat.

Rule 5. The sign reading "Don't Talk to Motorman" is put up merely to make the car look pretty. Always insist upon telling the motorman a few funny stories and if he should chance to smash the car into an automobile or something you will be nearest the crash and probably will be seriously injured.

Rule 6. If the car is crowded and you are sitting in the rear of the car, do not arise until the car stops and the door has been thrown open. By doing this you probably will get an extra block's ride.

Rule 7. If the push button does not work, arise quickly, fall over the bundles and suitcases in the aisle. The noise probably will attract the notice of the operator who will stop the car.

Rule 8. Do not complain if the car does not come as soon as you expect it. If the cars were always on time you wouldn't have anything to kick about but the weather.

Rule 9. When the operator requests you to move to the rear of the car to allow others to board it, always insist upon remaining in front, as those boarding the car undoubtedly need exercise and can get it by crawling between you and your left or right arm.

Rule 10. Always kid the operator if the car is late. He hasn't anything to do but operate the car and sometimes it's a monotonous job and he needs cheering up.

By disobeying all the above rules you can help better service on the street car lines of Grand Rapids.

EIGHTEENTH CONVENTION POLICY RESOLUTIONS

Resolutions adopted by the 18th Convention held in September, in Oakland, which were not in their effect laws of the Association, but rather policy resolutions and resolutions directing the course of the International Association upon the subjects to which they refer, and bearing instructions to International Officers, were as follows:

Resolutions Nos. 11 and 20.

Resolution No. 11 was submitted by Delegates Walter F. Norton, C. J. Simmons, J. A. Lawrence and E. M. Dwyer, of Division No. 282, Rochester, N. Y. Resolution No. 20 was submitted by Delegates M. J. Murray, E. C. Fuller, G. C. Warrick and Perry Hackler, of Division No. 587, Seattle, Wash. As reconstructed by the Committee on Resolutions, the substance of the Resolutions, as adopted by the Convention reads:

"Resolved, That efforts be put forth by the various Divisions of this Association, to secure State Legislation granting to street and electric railway employes of the various States and Provinces one-day rest in seven. Further, let it be made a question of contract whenever new contracts are to be made, and where laws can be secured let that be done either through State, Provincial, or Municipal legislative bodies, to provide for the one-day's-rest in seven."

Resolutions Nos. 15 and 21.

Resolution No. 15 was submitted to the Convention by Del. Wm. J. Sutter, of Division 568, Erie, Pa. Resolution No. 21 was submitted to the Convention by Delegates M. J. Murray, E. C. Fuller, G. C. Warrick, and Perry Hackler, of Div. No. 587.

"Resolved, That we endorse an act providing for the safety of passengers and employes on street cars, and prescribing the number of men that shall constitute a car crew, and urge the passage of such Act in such States and Provinces within the jurisdiction of the Association, and that the General Executive Board be instructed to have the matter referred to the various Local Divisions and Legislative Committees, for them to secure laws in various States and Provinces along the lines suggested in the proposed measure accompanying the resolution, and to embody an appropriate heading, in which shall be set forth that the Act is relating to public highways, the safety of the Public, passengers and employes on street and interurban cars, prescribing the number of men that shall constitute a car crew, providing for the prosecution and penalties for violation thereof, and for the time when the Act shall take effect. The Act to embrace subject matter as herein provided:

"Be it enacted by

"Section 1. The State or Province of—, exercising herein its police and sovereign power, declares that the safety of the public in crowded thoroughfares demands the regulation of dangerous instrumentalities of conveyance.

"Section 2. On and after the taking effect of this Act it shall be unlawful for any corporation, municipality, company, person or

court officer engaged in the business of carrying or transporting passengers for hire or fare, to operate, or allow to be operated, any street car in passenger service along or upon any street, road or highway within corporate limits of any city of the first class, without such car or cars be in charge of a full crew, consisting of one motorman, whose duties shall be confined to the actual running of the car, and one conductor, whose duties shall be confined to the collection of fares, caring and providing for the comfort and safety of the passengers; and neither of said crew shall be permitted or required to perform the duties of the other. Provided, it shall be lawful to use in passenger service cars not to exceed twenty-five feet in length and having a seating capacity not to exceed thirty passengers, and operated with but one person who may perform the duties of both motorman and conductor, but in no event shall such cars be operated except in the manner provided in the next two succeeding sections.

"Section 3. Each and every car operated by one person, as provided for in Section 2 of this Act, shall be equipped with an emergency exit capable of being opened by the passengers in case of accident, and shall be in addition to the entrance door of such car; and each and every car so operated shall be equipped with an automatic power control and brake appliance, which shall be capable of bringing the car to an immediate stop in case of disability or death of the operator; said appliance shall at all times be kept in proper working order; and the use and operation of such cars shall be confined, wherever possible, to other than main traffic streets.

"Section 4. It shall be unlawful for any person performing the duties of both the conductor and motorman on any car in passenger service to start or operate such car or permit such car to be in motion while he is collecting fares or performing any duty not necessary in the actual movement of such car; nor shall he permit any passenger to ride upon the platform of such car. A copy of this section shall be posted in a conspicuous place in each car operated by one person.

"Section 5. Any corporation, municipality, company, person or court officer operating any street railway as provided in any section of this Act, who shall fail, neglect or refuse to comply with the conditions of Section 2, 3 and 4, shall forfeit and pay to the State or Province a penalty of not less than fifty dollars and not more than two hundred dollars for each and every violation thereof, and each period of ten days that such corporation, municipality, company, person or court officer shall fail, neglect or refuse to comply with the provisions of this Act, and each car operated in violation of any provision or condition of this Act, shall be deemed and taken to be a separate violation. Any employe or person described in Section 4 of this Act who shall violate any provision of that section shall forfeit and pay to the State or Province not less than fifty dollars and not more than one hundred dollars. All money collected under and by virtue of this Act shall be paid into the common school fund of the State or Province.

"Section 6. All Acts and parts of Acts in conflict with this Act are hereby repealed. If any part of this Act is held by any court to be invalid, the remainder of the Act, shall, nevertheless, be valid.

"Section 7. It shall be the duty of the Prosecuting Attorneys of the various States and Provinces to enforce the provisions and prosecute the violations of this Act.

"Section 8. This Act is necessary for the immediate preservation of the public safety, and shall take effect thirty (30) days after its passage."

Resolution No. 23

Submitted by Delegate T. McCarthy, Division No. 192, Oakland, Calif.

"Resolved, That there be referred to the General Executive Board the subject of directing Twenty-five Thousand (\$25,000) Dollars of the funds of the Association be set aside as a special fund for organization work and to carry on a campaign for an eight-hour day for street and electric railway platform men in California."

Resolutions Nos. 25 and 30

These two resolutions were combined and adopted by the Convention. The first was introduced by Delegates Leo J. O'Connor and Paul Reynolds, Division No. 281, New Haven, Conn., and Resolution No. 30 by Delegate Walter F. Norton, Division 282, Rochester, New York.

The resolutions as converted into a single resolution and adopted, read:

The resolutions as converted into a single resolution and adopted, read:

"Whereas, our Preamble states: 'We, the Amalgamated Association of Street and Electric Railway Employes of America, this day and date assembled in Convention, in order to secure and defend our rights, advance our interests as working men, create an authority whose seal shall constitute a certificate of character, intelligence and skill, build up an organization where all the working members of our craft can participate in the discussion of those practical problems upon the solution of which depends our welfare and prosperity, to encourage the principles and practice of conciliation and arbitration in the settlement of all disputes and differences between Labor and Capital, establish order, insure harmony, promote the general cause of humanity and brotherly love, and secure the blessings of friendship, equality and truth, do ordain and establish this Constitution and these Laws for the government of said Association'; and

"Whereas, Section 3 and Section 4 state our objects and Section 170 fully outlines our principles; and

"Whereas, Many of the traction companies of the United States and Canada are taking advantage of this condition to the extent of establishing company unions in an effort to crush this wonderful organization; and

"Whereas, We are conscious of a movement to weaken our structure through the medium of so-called company co-operation and welfare plans; therefore, be it

"Resolved, By the Eighteenth Biennial Convention, To reaffirm our opinions, prin-

ciples, objects and obligations contained within the sections of our Constitution above enumerated; and, be it further

"Resolved, That Officers of Local Divisions be advised by circular letter of the policy of the Association of any proposed welfare or co-operative movements; further

"Resolved, That the General Executive Board of this Organization be instructed to devise a system of education for the membership of this organization through the various Local Divisions, to show the value of this organization and the many benefits to be derived through the medium of the A. A. of S. and E. R. E. of A., either in the form of pamphlets or special meetings, or in some other way to get our members interested in the local meetings and bring out a large attendance at same, and in that way make boosters out of all of our members, instead of some fault-finders, and increase our membership and interest in the welfare of this entire organization."

Resolution No. 57

Submitted by the Delegates of Division No. 589, Boston, Mass.

"Resolved, That the 18th Biennial Convention favor a soldier and sailor bonus. Further

"Resolved, That a copy of this Resolution be sent to the President and Congress of the United States of America."

Resolution No. 58

Submitted by the Delegates of Division No. 589, Boston, Mass.

The resolution reads:

"Resolved. That this Association instruct its Local Divisions when drawing up new agreements, that such new agreements be prepared to contain a section to provide for two weeks vacation with pay each year."

Resolutions Nos. 10, 16, 19 and 24

These resolutions were introduced: Resolution No. 10 by Delegates Walter F. Norton, C. J. Simmons, J. A. Lawrence and E. M. Dwyer, of Division No. 282, Rochester, N. Y.; No. 16 by Delegate Wm. J. Sutter, Division 568, Erie, Pa.; No. 19, by Delegates M. J. Murray, E. C. Fuller, Perry Hackler and G. C. Warrick, Division No. 587, Seattle, Wash., and Resolution No. 24 by Delegate B. F. Bowbeer, Division No. 192, Oakland, Calif.

These resolutions sought to commit the convention to the 8-hour service day and six day week, with one day of rest in seven. Upon these resolutions, the committee on resolutions, by Secretary R. B. Armstrong, recommended that the principle of the 8-hour day be endorsed and that whenever possible, the 8-hour day be incorporated in agreements, and that the 8-hour day be sought to be enacted into laws of the various State Legislatures. The recommendation of the committee was adopted.

The man who wears the symbol of his organization is a help to his organization. This is particularly true, when the magnitude of the organization is desired by its members to be known. Where it is concluded by the majority that the symbol of organization should be displayed, the symbol should be worn in plain sight.

THE ASSOCIATION'S BENEFITS

By W. D. Mahon

Since the action of the Oakland Convention in raising the per capita tax from forty to fifty cents to meet funeral, disability and old age benefits, there has been some discussion and question as to why this raise was made, and I feel it advisable that our members should understand and know the entire history and the cost of our funeral, disability and old age benefits and for that purpose I am hereby reviewing the history of the same since its inception in this Organization.

The Organization was formed in Indianapolis on September 15, 1892. There were no benefits of any kind adopted at that Convention. Neither was there anything adopted at the Convention in Cleveland, as that was in the midst of the panic of 1893 and the one thought at that time was holding our forces together and maintaining an Organization. At the next Convention at Milwaukee there was some discussion of benefits, but no action taken. The first benefits adopted by the Organization were at the Convention in Detroit in 1895. The per capita tax at that time was established at ten cents (10¢) per member per month and twenty per cent (20%) of this was to go for funeral and disability benefits. The benefits were as follows: Fifty Dollars (\$50.00) after a member had been in the Organization six (6) months; after one year's membership, Seventy-five Dollars (\$75.00), and after two (2) years' membership, One Hundred Dollars (\$100.00). The same amount was paid in case of total disability. This rate of benefits continued with the same dues until the Chicago Convention in 1905. At the Chicago Convention there was a change made and five cents (5¢) a month was set aside to pay the benefits. The benefits were made One Hundred Dollars (\$100.00) after one year's membership, the same being paid for disability, and at that time an old age pension was decided upon. The old age pension established by the Chicago Convention was as follows: A member who had been a continuous member from ten and up to fifteen years and had reached the age of sixty-five or over, was to have One Dollar and Fifty Cents (\$1.50) a week; a member who had been fifteen and up to twenty years a member of the Association and had reached the age of sixty-five or over was to have Two Dollars (\$2.00) a week. In 1907 the New Orleans Convention raised the amount of per capita tax for benefits to six cents (6¢) a month letting the benefits remain the same as the former year. This condition prevailed until the St. Joseph Convention in 1911. Prior to the St. Joseph Convention, I outlined a plan of establishing funeral benefits on the basis upon which they are now established—Eight Hundred Dollars (\$800.00) after a member had reached eight years in the Association, the same for disability, and an old age benefit to be paid in the bulk sum of Eight Hundred Dollars (\$800.00) for a member who had been

twenty years in the Association and had reached the age of sixty-five, as the Laws now provide. That matter was discussed by the Local Divisions prior to the Convention and was adopted by an overwhelming vote of the delegates at the St. Joseph Convention. The per capita tax was established at this time for this benefit at twenty-six cents (26¢) a member. In the report to the Divisions at that time I pointed out that it was not possible for us to state what amount would be necessary to enable us to carry this benefit, but I showed to the membership that it could be operated without any additional cost to our Organization. In our local organizations we had our officers to look after our work and the only cost it would be to them would be a little additional work to their Secretary; in the International Office it would only be the cost of the printed matter and one clerk to look after this work; that time itself would have to show us what the cost would be, but that it would never be above the actual cost. This condition continued until 1917, when the Providence Convention raised the amount for benefits to forty cents (40¢) a member per month, that rate prevailing until the Oakland Convention gave further consideration to the matter this last year.

The General Executive Board in their report to the Oakland Convention thoroughly reviewed and showed the increase in the age of the membership and the increased cost of the benefits to the Association, and I shall not go into that at this time, for I judge the majority of our membership have read the same as published in the Proceedings of the Convention through the MOTORMAN AND CONDUCTOR in the month of October, 1923, but I want to call your attention to the amount that has been paid, for instance in the old age benefits, and the same applies to all others.

During the past term there were one hundred eighteen (118) old age benefits of Eight Hundred Dollars (\$800.00) each paid to our old and retiring members. What benefit this has been to them, God alone can tell, for many of them would have been in destitute circumstances had it not been for these benefits that their Association paid to them. But let us see what the actual cost has been.

From 1895 a member paid twenty-four cents (24¢) a year. That prevailed until 1905, a period of ten years and over. In that time he would have paid for his old age, or his funeral, or his disability benefit the total amount of Two Dollars and Forty Cents (\$2.40). For two years he paid five cents (5¢) a month, which would have been sixty cents (60¢) a year or a total of One Dollar and Twenty Cents (\$1.20). Then the per capita tax was raised to six cents (6¢) per month and that continued until the 1911 Convention. Then for four years he paid seventy-two cents (72¢) per year or Two Dollars and Eighty-eight Cents (\$2.88) for the four years. At the 1911 Convention it was made twenty-six cents (26¢) a month and that remained

until the Providence Convention in 1917. That would amount to Three Dollars and Twelve Cents (\$3.12) per year and for the six years, Eighteen Dollars and Seventy-two Cents (\$18.72). The Providence Convention raised this per capita tax to forty cents (40¢) per month, which would be Four Dollars and Eighty Cents (\$4.80) a year, and for the six years it would be Twenty-eight Dollars and Eighty Cents (\$28.80). This would make the total amount paid in benefits for any member who had remained all these years in the Association, Fifty-four Dollars (\$54.00), covering a period of twenty-eight (28) years.

So you can readily see how little any member has paid for the protection he has had in the way of funeral, disability and old age benefits, and think of the benefits that have been paid and the good that has been done to the membership of this Organization.

During the last term there were nineteen hundred and ninety-six (1996) funeral, disability and old age benefits paid amounting to one million, eighty-eight thousand, six hundred thirty-four dollars and thirty-eight cents (\$1,088,634.38).

These facts should bring clearly to the minds of our membership just what their funeral, disability and old age benefits have cost them. As I have pointed out before the cost is only the actual amount, as there is but a very small item of expense in connection with the operation of it. There is no cost to the Local Division and in the General Office the only cost is the printed matter used in the way of application blanks and the cost of one clerk who takes care of both this Department and our Bonding Department.

To give you an idea of the experience I have had in connection with this department, I would point out this experience. Some four or five years ago one of the large insurance companies of the country made a proposition that they would take over and insure our International Office for all of its membership. I submitted to them all of our figures, showing the age of our membership, the amount of the claims paid, and asked them to give us a figure on insuring the entire Organization for this department of funeral, disability and old age benefits. The insurance company gave it careful consideration and after figuring it out submitted me their answer. They stated they would take over at that time the insurance of our membership as then carried for One Dollar and Seventy-five Cents (\$1.75) per month per member, with the understanding that if the age increases of the members and the Organization increased the benefits they would have to make increases accordingly. When I showed them what we were doing they could not understand it at all. You will readily understand the insurance company has its heavy overhead expenses, its agents to pay, its office rent and all other costs in connection with the same, which this Organization has none, for we carry it simply as a side issue to our trade union. Therefore, you can readily see that no in-

surance society or organization can compete with us upon these benefits in the way of cost. On the other hand your benefits are not surrounded with red tape or anything of that kind. Every legitimate claim is considered and passed upon. If it goes beyond the International President, it goes to the General Executive Board, who carefully reviews it and after that the member has a right to go to the Convention and have his case taken up and there has never been a legitimate claim denied or refused in the history of the Organization. In fact, there are many cases that if an insurance company was ruling upon it the claim would not be paid, for we always take all circumstances into consideration and raise no barrier to prevent any member from getting a legitimate claim.

Now, suppose that one of these members who drew Eight Hundred Dollars (\$800.00) during the last term had paid for twenty (20) years Two Dollars (\$2.00) a month it would have only amounted to a total in the twenty (20) years of Four Hundred Eighty Dollars (\$480.00). That would cover more dues in every way to his Organization than any of these members paid into it.

So don't be misled by false statements, but look at the actual facts surrounding your benefits and take care of them by meeting the actual cost of them that you are called upon from time to time to do, resting assured that no insurance organization in the world can give you the benefits for anything near the cost that your trade union is giving them to you.

The Erie Daily Times of December 11, a copy of which was recently picked up in a train in Michigan, bore an item to the effect that "suit for damages will be filed immediately in a Common Pleas Court of Erie Co. (Pa.) by Millard S. Brewer, against the Buffalo and Lake Erie Traction Co." etc. "The father is asking the above damages as a result of the death of his twenty months old son, George Brewer, who was killed by a street car on Thanksgiving night, 25 feet North of Twelfth and State Streets." Statement of claim will allege that "when the car struck and killed the child the motorman was selling tickets and was not observing traffic." Within reason, one could not place responsibility upon the operator for this accident. The responsibility rests with the authority that permits the operation of one-man cars.

The Crowell Publishing Company of Springfield, Ohio, has again openly declared for the open shop and has locked out the printers who are members of Typographical Union No. 117. This "Crowell Publishing Co." publishes the "Woman's Home Companion," "The American Magazine," "Farm and Fireside" and "Mentor." It also is one of the publishers of *Colliers*, *The National Weekly*, which is published in New York City. It can be well understood and known that these publications are unfair to labor.

GRAND RAPIDS ARBITRATION AWARD

Division No. 836 is the Local Branch of the Amalgamated Association in Grand Rapids, Mich., employed by the Grand Rapids Railway Co., that operates the city street railways of that city. In May last, the company and Local were unable to agree upon wage rates that should prevail for the year beginning May 1, 1923. This subject of the agreement was, therefore, submitted for arbitration. The arbitrators were Attorney Frank Price for the company, Organizer Edw. A. Kosten of the Molders' Union, for the Local, and these two agreed upon former Mayor Edwin P. Sweet of Grand Rapids as the third and presiding arbitrator. After much delay the Board held hearings in August and some weeks later Attorney Ward and Arbitrator Sweet rendered the majority decision granting an increase of 3¢ per hour, fixing wage rates of 49 cents per hour for first six months service men and 51¢ per hour to those of more than six months of service, on two-man cars, with 54¢ and 56¢ upon one-man cars, and overtime at 10 cents per hour added to these rates. The majority award was a disappointment to the members of Division 836. In fixing the award Mr. Sweet, who was formerly an Assistant Secretary of Commerce in the Cabinet of President Woodrow Wilson, and who served upon the federal Street Railway Commission, took the position that to grant the street railway employees of Grand Rapids an increase what common sense would teach should have been a fair wage rate, would impose upon street car riders. He took the position that the street car riders of Grand Rapids, in a vast majority, are wage workers with whom the rate of street railway fares cuts a big figure and, therefore to save to the Grand Rapids wage workers a consideration either in maintaining the present rate of fare or not allowing a lessening of the present rate of fare, a reasonable wage to the street railway men should not be granted. The evidence before the arbitration board, as presented through statements of merchants, showed that there had been an increase of 15 per cent in the cost of living in Grand Rapids within the year preceding. Abundance of evidence was also presented to show that the wage rates of the Grand Rapids street railway men were not commensurate with the present conditions establishing living expense. The influence of the award granted by Mr. Sweet and approved by Attorney Ward, was to retard wages to all classes of wage workers in Grand Rapids, a city in which wage rates to other crafts are lower than in any other city in the State of Michigan. The wage rates of the street railway men were kept down by Ex-Mayor Sweet to comport with the tyranny of low wage employing corporations in that city of furniture manufacturing. His purpose was clearly to maintain a low standard of wages for that city. One would have believed that Mr. Sweet's own family misfortunes would have awakened within him some spirit of justice, but

it seemed that his fixed policy of antagonizing organized labor prevailed and he gave the boys on the Grand Rapids street railway an unwarranted lemon. Arbitrator Kosten dissented to the majority award and pointed out some of the unreasoning processes by which the third arbitrator arrived at his conclusion, or professed to so arrive. Kosten's minority opinion is as follows:

Opinion of Edward A. Kosten, Arbitrator for Division No. 836.

Preceding May 1st, 1923, there existed an agreement between the parties to the arbitration which embodied wage rates of forty-six cents (\$.46) per hour for the first six months of service, and forty-eight cents (\$.48) per hour for those of more than six months of service, with five cents (\$.05) per hour additional to the operators of one-man cars and ten cents (\$.10) per hour additional for overtime work.

In March, 1923, a request for an increase in the hourly wage rate was made upon the Grand Rapids Railway Company. The new hourly wage rate requested was, seventy cents (\$.70) per hour for first six months service men, and seventy-five cents (\$.75) per hour for those of more than six months of service upon two-man cars, and five cents (\$.05) per hour additional for operators of one-man cars. At this time a request was also made for time and one-half for all overtime work and straight time for intervening time.

At the hearing of this case held July 6th and 7th, 1923, the question of the so-called "service at cost" franchise was injected into the case by the third arbitrator, Mr. Edwin Sweet. The effect of an increase in wages upon the fare under the existing franchise was entirely foreign to the issue and should not have been injected and taken under consideration by the arbitrators. The merits or demerits of the one-man car was also foreign to the issue and should have had no bearing upon the case at issue except as it related to the additional sum asked for operators of such cars.

The basis of the request of the employees was the increased cost of living and the complaint of the then prevailing wage rate being below the cost of living.

The employees presented printed lists signed by local merchants to prove that an increase in the cost of living had taken place since the acceptance of the agreement in effect preceding May 1st, 1923. This exhibit showed an approximate increase of fifteen (15) per cent. Witnesses were also introduced to prove that the then prevailing wage rate was insufficient to meet the cost of living.

In opposition to evidence submitted by the employees the Grand Rapids Railway Company submitted a Government report which in effect attempted to prove that during the last year wage increases were above the increased cost of living.

To argue that the evidence submitted by the employees and signed by local merchants should be discounted because of the fact that this evidence was collected by customers of the merchants and may have a semblance of color, does nothing more than carry the supposition to the evidence submitted by the company. If local merchants will color their report to serve their interest, it is safe to assume that government statistics may be colored to suit the whims of the political organization in power.

The issue before the arbitrators still remains: "What constitutes living wage? Does the wage received meet this requirement? Or, does the increase asked for meet this requirement?"

To determine the fairness of what hourly rate would be conformable to reason, the elements in a standard of living must be considered. These elements I hold to be: (1) The necessities of life, including clothing, fuel and light, transportation, education. (2) Recreation, including proper provisions for health and hygiene, amusements and books. (3) Voluntary subscriptions for insurance, trade unions, and regular savings. (4) Unusual expenditures for medicines required, and household furniture.

There is no doubt in my mind that evidence has been submitted by the employees that the wage received at the time of the hearing was insufficient to meet the elements in a proper and reasonable standard of living, and that the hourly rate requested should have been granted.

To hold that such an increase would result in an increase in fare and would result in a hardship upon

the riding public (the major portion of which are working men) is but a reflection upon the wages paid to certain groups of workers employed in various occupations in our city. I also contend that the riding public does not ask a low fare at the expense of those operating the transportation system in Grand Rapids.

Upon the question of overtime, I find that the number of service hours are nineteen (19), including time allowed for reporting. Divide this in two shifts, we find that nine hours and one-half is the number of service hours that could be worked by a fair division of hours. Any operator working more than nine and one-half hours forces his co-worker to perform less hours of service than the aforesaid number and as a result the operator working a short schedule receives an inadequate wage.

To offset this situation, overtime at the rate of time and one-half should be allowed. This, I believe, would result in a more equitable distribution of time, and result in a benefit to all employees covered by the existing agreement between the company and its employees, as represented by the Association of Street and Electric Railway Employees of America.

As to the question of intervening time, I find this to be a new feature in the agreement. As I understand this question, the employees ask for straight time to be paid for such time as may intervene between the close of the regular schedule and the time that they take out their car on extra work. This situation often calls for the employees to stay at the barn, or it may mean an immediate return from their home, or it may mean intervening time of two or three hours.

Upon this question I hold that the employees should be allowed pay for such intervening time to the extent of not more than two hours.

In 1922 there was held at The Hague, an International Peace Conference. A report of this Conference has recently been prepared, illustrated by a sketch of the French artist, Steinlen, and containing a large number of photographs. The report contains 210 pages. The Congress was convened by the Amsterdam Trade Union International, and comprised co-operative, pacific, trade and political organizations, presumed to represent some 27 different countries. The purpose was to combat war and militarism. The report contains speeches of Jane Addams, Arthur Henderson, J. H. Thomas, Margaret Bondfield, C. Roden Buxton and others. The book contains the various resolutions passed by the Congress. Of course war, and the menace of war has not yet been banished, and the subject upon which that Congress met is yet before the world and will likely continue before the world upon which for many future generations to meet in world congress, before war and its possibility is eliminated. This does not detract from the value of the discussions that may be read from the report, which may be obtained by writing to the Rand Book Store, 7 East Fifteenth St., New York City.

One of the strong lines of argument used by delegates in the encouragement of the adoption of the amendments to the Sections of the Constitution, which amended the financial laws of the Association, was that under present wages the resource for payment of dues is more than double the resource of pre-war days. That is to say, that the man in pre-war days receiving 20 cents per hour was less able to pay a Dollar minimum dues into this Local Union, than the member who is now receiving from 40 to 60 cents per hour. This was in support of the fact that Local Divisions would be better equipped through an increase in monthly dues.

FASHION LETTER



The new styles seem to comprise many features that are familiar, and some that are new, attractive and novel. There is enough variety to appeal to slender women, as well as those of mature figure—and both tall and short may be pleased.

The straight line dress appears to be much favored.

The Princess type of the straight line dress has made its appearance, and we may see many versions of it as the season advances.

The circular or flare effects are much in evidence, one sees circular flounces, godets and plaits. Sometimes the dress is close fitting to the knees, and from there it flares.

Draperies are shown, principally in apron effects, and some skirts and dresses show a revival of the tunic in various outlines. The long blouse, in tunic and peplum style is again with us.

Sometimes the peplum is simulated, and again it is circular or straight and gathered to the lower edge of a blouse portion finished with a belt at normal waistline.

The set in sleeve is also popular either close fitting or in bishop or peasant style, gathered at the wrist to a narrow band or cuff.

The high collar is shown on blouses and coat dresses fastened at the side in a line with the closing.

All designers seem agreed as to the use of velvet, fur and elaborate embroideries.

Colors vary—all seem to be in good style. Brown appears as a general favorite, and one sees the darker shades of green, also medium shades of tan and much navy blue.

In trimmings the reds, royal blue and yellow and a bit of purple is used.

The brightest colors are used for evening dresses, with lovely applique work, dyed lace, and gold and silver lace.

For both day and evening wear black is a general favorite.

The crepe weaves, and crepes with a lustrous finish that have been so popular for the past seasons, are rivalled by the old time favorite satin. Soft supply moire in grosgrain, taffeta and satin effects is with us.



4566. Boys' Suit.

Cut in 3 Sizes: 2, 4 and 6 years. A 4 year size requires $2\frac{3}{4}$ yards of 36 inch material. Price 12¢.

4545. Ladies' Dress.

Cut in 7 Sizes: 34, 36, 38, 40, 42, 44 and 46 inches bust measure. A 38 inch size requires $5\frac{1}{2}$ yards of 40 inch material. The width of the dress at the foot is $2\frac{3}{4}$ yards. Price 12c.

4574. A "Fancy Dress" for Masquerades, Parties and etc.

Cut in 4 Sizes: 6, 8, 10 and 12 years. A 10 year size requires $5\frac{1}{2}$ yards of 36 inch material. To make fichu and sash of contrasting material requires $1\frac{1}{2}$ yards 36 inches wide. Price 12¢.

4548. Ladies' Apron.

Cut in 4 sizes: Small, Medium, Large and Extra Large. A Medium size requires 3 yards of 27 inch material. Price 12¢.

4579. A New Doll and Garment Outfit.

Cut in 3 Sizes for dolls: 12, 16 and 20 inches in length. To make the doll in a 16 inch size requires $\frac{1}{2}$ yard of 36 inch material. The dress and cap require $\frac{3}{4}$ yard. The cap alone requires $\frac{1}{4}$ yard. Price 12¢.

4577. Santa Clause or Kris Kringle Costume.

Cut in 4 Sizes: Small, 34-36; Medium, 38-40; Large, 42-44; Extra Large, 46-48 inches breast measure. A Medium size requires $3\frac{3}{4}$ yards of 54-inch material. For leggings alone, $\frac{3}{4}$ yard of 54-inch material is required. Price 12¢.

4557. Girls' Dress.

Cut in 4 Sizes: 8, 10, 12 and 14 years. A 12 year size requires $3\frac{3}{4}$ yards of 40 inch material. Price 12¢.

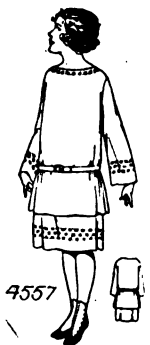
4392. Ladies' One Piece Dress.

Cut in 8 Sizes: 36, 38, 40, 42, 44, 46, 48 and 50 inches bust measure. A 38 inch size requires $0\frac{1}{2}$ yards of 32 inch material. The width at the foot is $2\frac{3}{4}$ yards. Price 12c.

FASHION BOOK NOTICE

Send 12¢ in silver or stamps for our UP-TO-DATE FALL AND WINTER 1923-1924 BOOK OF FASHIONS, showing color plates, and containing 500 designs of Ladies', Misses' and Children's Patterns, a CONCISE and COMPREHENSIVE ARTICLE ON DRESSMAKING, ALSO SOME POINTS FOR THE NEEDLE (illustrating 30 of the various simple stitches) all valuable hints to the home dressmaker.

Send to Dept. M. C. BEAUTY PATTERN Co.,
1188-90 Fulton St., Brooklyn, N. Y.



NU-GAS In Your Present Stove Cuts House Work 1/2

Better Than Coal to Heat, Cook, Bake

AGENTS WRITE

WADE HILL MFG. CO., Dept. 112, St. Louis, Mo.

No more slavery and drudgery of coal and wood. Amazing device slips into any stove in a jiffy. Mixes one part kerosene with twenty parts air, making cheaper gas than city gas. Don't build fires, just turn tap. Heat almost instantly. Warmest coldest rooms in few minutes. More even oven heat; therefore better baking. Safe. Guaranteed. 30 days (free trial). Information free. Stated if you have range, heater, furnace.



NEW JERSEY AGREEMENT

This agreement made this first day of October, 1923, by the Public Service Railway Company and Public Service Railroad Company, Corporations of the State of New Jersey, hereinafter called the Companies, parties of the first part, and employees of the Companies who are now or may hereafter become members of the several divisions known and designated as Divisions Nos. 819, 820, 821, 822, 823, 824, 825, 862 and 880, of the Amalgamated Association of Street and Electric Railway Employees of America, hereinafter called the Association, parties of the second part.

WITNESSETH:

That the purpose of this agreement is to provide a working understanding between the Companies and the Association, to provide as satisfactory service to the public as possible; to provide as good working conditions for the members of the Association as possible; and properly protect the interests of the Company; and with respect to the operation of the Railway of the Companies and the relations to exist during the terms of this agreement between the Companies and the members of the Association, and the parties hereto mutually agree as follows:

Sec. 1. The Companies agree to meet and treat with the duly accredited officers and committees of the Association, they being employees, upon all questions arising between them not specifically herein settled, and should any difference arise between them which cannot be mutually adjusted, the same shall be submitted at the request of either party, to a Board of Arbitration to be selected in the following manner:

The Companies shall choose one arbitrator and the Association shall choose one arbitrator, and the two thus chosen shall meet daily to select a third arbitrator, who shall act as chairman of the Board. After said Board has been completed, they shall meet daily for the purpose of adjusting said difference, and the decision of the majority of said Board, submitted in writing to the Companies and the Association shall be binding upon both parties.

In the event of the failure of either party to appoint its arbitrator within ten (10) days after arbitration is decided upon, the party so failing shall forfeit its case.

Each party shall bear the expense of its own arbitrator and the expense of the third arbitrator shall be borne equally by the parties hereto.

Sec. 2. The Companies will do nothing to prevent or discourage any present employee from becoming or continuing to be a member of the Association, and will in no way discriminate against a member thereof, because of such membership. The Association will in no way discriminate against any present employee of the Companies because of his refusal to join the Association.

Employees, being members of the Association, and therefore parties to this agreement, shall during the period of this agreement, remain members of the Association, if in the employ of the Companies.

PILES DON'T BE CUT

Until You Try This Wonderful Treatment

My internal method of treatment is the only correct one, and is sanctioned by the best informed physicians and surgeons. Ointments, salves and other local applications give only temporary relief!

If you have piles in any form write for a FREE sample of Page's Pile Tablets and you will bless the day that you read this. Write today E. R. Page, 307C Page Bldg., Marshall, Mich.

CATARRH



TREATED FREE 10 DAYS to prove quick relief. Dr. Coffee had catarrh, deafness, head noises. He found a treatment that gave complete relief. Thousands read it successfully. Want you to try it free. Write

Dr. W. C. COFFEE
Dept. 169
Des Moines, Iowa.

All employees of the Companies, who are now or may hereafter become members of the Association, shall strictly observe all operating rules and regulations of the Companies, and all special rules of the Companies and of their officials.

Sec. 3. Entries will not be placed against the discipline record of any employee, member of the Association, until such member has been given the right of a hearing, and the defense, if any, is briefly recorded with the charge on the record. When an employee, member of the Association, is called into the office on a charge or charges, he shall answer to such charge or charges only, but this shall not be understood as preventing the official in authority from considering such member's past record in determining the discipline to be administered.

Any member of the Association, who is suspended or discharged from the service of the Companies, and after an investigation is found not guilty of the charge on which he was suspended or discharged, shall be reinstated and paid for such lost time at his regular rate. If it is determined that the suspension or discharge was too severe for the offence, he shall be reinstated and paid for such lost time as may be determined to be just under the circumstances of the case.

Sec. 4. When the name or number of any employee is listed or otherwise notified to come to the office to answer to any charges, it shall be at the completion of his day's work or as soon as practicable after the commission of the offense or offenses alleged.

Whenever the Association shall desire to take up any grievance they shall first take up such matter with the Superintendent of the department to which the matter relates. If satisfactory adjustment is not reached with the Superintendent or head of department, the Committee shall have the right to appeal to the General Manager or his representative, submitting to him in advance of the time fixed for a conference between him and the Committee, a written statement of the matter which it wishes to take up, and if a satisfactory adjustment is not reached with the General Manager or his representative, it shall have the right to appeal the matter to the President.

Wages

Sec. 5. First three months of service, 56¢ per hour; next nine months of service, 58¢ per hour; thereafter, 60¢ per hour. Five cents per hour extra for safety or one-man car operators.

Extra Men

Extra men who answer all roll calls shall be guaranteed the rate of \$20.00 per week. If a man fails to answer the roll call on any one day or days, the guaranteed amount shall be reduced only in the proportion that the roll calls which he fails to answer shall bear to the total number of roll calls during the week. All regular men who are serving on the extra list under penalty shall receive the same privileges except compensation as extra men.

Schedules

50% to be 9 in 10 hours, 20% to be 9 in 11 hours, 20% to be 9 in 12 hours, 10% to be 9 in 13 hours. All runs of eight (8) hours is to be considered a regular run.

All runs over six (6) hours and less than nine (9) hours shall be paid the maximum rate.

Trainmen on regular passenger service who are not scheduled shall be paid regular platform rate for nine (9) hours and in excess of nine (9) hours shall be paid time and one-half.

Rest Time

Where the rest period between the time of terminating one day's work and the time for reporting for another day's work is less than ten (10) hours, an addition of pay shall be allowed as follows:

For first hour below 10 hours, 15 minutes; for second hour below 10 hours, 30 minutes; for third hour below 10 hours, 45 minutes; for 4th and each succeeding hour, 1 hour.

Over Time

All motormen and conductors, and safety or one-man car operators, who are called upon to work extra trips, or do any extra work or tripper service

in addition to the runs to which they are respectively assigned, shall be paid time and one-half for all such time. Where the break between the completion of a run and the beginning of a tripper is in excess of one (1) hour, the Company shall pay one (1) hour waiting time at regular rate.

Regular trainmen ordered to report for tripper service and who do so report but are not allowed to work such tripper shall be paid one (1) hour platform time.

No trainman, however, who is regularly assigned a scheduled run paying more than eight (8) hours platform time, shall be required or allowed to run any such extra trip, or do such extra work unless there are no available extra men to do such work.

Sec. 6. When a trainman is ordered to report at any time other than his regular reporting or relieving time, he shall be paid for all time between his regular reporting or relieving time and the time he is ordered to report. When a man is compelled to deadhead to or from his regular run, he shall be paid at the regular rate.

Sec. 7. Trainmen, when taken from regular runs for extra or special service and who would not thereby earn as much as paid on such regular run, will be paid for such extra or special service the same as had such men performed their regular service, but the Companies may assign them such other and additional service besides that for which they were taken from their regular runs, as shall make their total time equivalent in platform time, and not to exceed the relieving and outside time to that of their regular runs.

Sec. 8. Employees operating snow plows, snow sweepers and salt cars, or operating cars for the purpose of keeping lines open during snow or sleet storms, and trainmen salting switches, and general snow work shall be paid time and one-half for actual working time and regular platform rate for waiting time, excepting where such waiting time is after the completion of employee regular run or in excess of the time called for by the employee's regular run whether the run is actually worked or not when the overtime rate will apply.

Sec. 9. Except in emergencies, bulletins shall be posted at approximately 5:00 P. M., or as much earlier as may be possible in car house the day before, naming regular trainmen who will be required for extra or special service on Sundays or holidays, and also specifically stating any changes in regular runs.

Motormen will not work as conductors or conductors as motormen when a conductor or motorman in good standing and capable is available for his own work. No employee other than trainmen will be allowed to operate as motorman or conductor unless qualified.

Sec. 10. Motormen and conductors who are scheduled or ordered to report for regular, extra or special service and who do so report but are not allowed to perform such work, shall be paid for waiting time only at regular rates, excepting where overtime is involved, when the overtime rate will apply.

Sec. 11. While a trainman is instructing a new man on a two man car or trailer, he shall receive ten (10) cents additional per hour for platform time while in such service.

While a trainman is instructing a new man, (Operator), on a Safety (One man-car), he shall receive ten (10) cents additional per hour for platform time while in such service.

Sec. 12. On special occasions or holidays, and on days when business is so heavy that trainmen shall not have time to go to their boarding houses or homes at the regular meal hour on account of being late or assigned to additional work, the Companies will furnish a lunch or a ticket or an order for the same, but the amount to be expended and charged to the Companies for any meal upon a ticket or order shall not exceed sixty (60) cents. When any trainman working six (6) consecutive hours in addition to his regular run, he shall be entitled to lunch check or voucher for the same.

Sec. 13. Stools shall be provided by the Company for trainmen on all cars operated by them, but their use shall be regulated by the Company whenever safety requires it, and electric heaters shall be placed in the vestibules of all cars, as soon as practicable.

Sec. 14. All trainmen, shopmen, linemen and qualified miscellaneous help will be furnished free transportation in book form. Qualification for miscellaneous help will be one (1) year's service. Any employee enjoying this privilege and abusing the same shall be immediately discharged from the service.

Sec. 15. On or before September of each year a form shall be posted on which trainmen desirous of snow or sleet work may indicate such desire by signing such form, it being understood that the Companies may exclude any man who in their judgment is unfit for such work. In case of storms or emergencies, any trainman or other employee shall be subject to call for such duty, and shall receive regular snow rates for actual time for performing such work.

Sec. 16. If employees are attending court or before the Public Utilities Commission or any inquests before the Medical Examiner, at the Company's request, they shall receive the same consideration as to wages and meals that they would be entitled to if engaged in their regular work, but they shall not be entitled to a witness fee in addition.

Sec. 17. Where, trainmen are compelled through the consolidation or amalgamation of barns or divisions to change from one to the other, they shall carry their seniority rights with them.

Sec. 18. On all regular or extra runs an allowance of five (5) minutes at the prevailing rates shall be given to motormen and conductors to cover the period required to put cars in the house where such extra time is required.

Trainmen shall be allowed fifteen (15) minutes to make out accident reports.

Trainmen who knowingly have an accident and fail to report same shall be severely disciplined.

Sec. 19. The Company shall grant the members of the Association the right to buy their uniforms in the open market, providing they contain Union labels and are according to the specifications of the Company.

Sec. 20. The Companies agree that the employees, members of the Association, shall have the right to put proper notices on the bulletin boards of the Companies for the purpose of posting notices to employees.

Sec. 21. The Companies agree that all officers or committees of the Association shall have the preference over all other employees in getting leave of absence when doing business for the Association. Any member of the Association elected or appointed to any office in the Association which requires his absence from work, shall, upon retirement from such office be reinstated to his former position and his seniority rights in the Company's service.

Sec. 22. Trainmen shall choose passenger runs in accordance with seniority of continuous service with the Companies, the oldest men in continuous service to have first choice when vacancies occur. (The bidding-in system to prevail). The above to apply except in such divisions or car houses where other practices are in force. The bidding in of all passenger runs will be allowed when new runs are established or existing lines shortened or extended or changes made in schedule. Representatives of the Association may be present at such bidding in if desired. All passenger runs will be put up for bid at least twice a year, i. e., between January 1st and July 1st. All runs shall be posted at least three days prior to the time of bidding. In the event of a discharge of a trainman, and an appeal taken under the provisions of this agreement, his run shall not be posted until a final decision has been reached in his case. The present practice of the Companies in temporarily filling vacancies until the next general pick occurs is to remain in force. New schedules to be posted at least three (3) days before operation, if possible, this to provide an opportunity for line or barn pick as desired.

Sec. 23. The Companies agree to institute the one day off in eight (8) as desired. This clause to be put into effect as soon as conditions make it possible.

Sec. 24. Wage increase for miscellaneous departments such as, Linemen, Shopmen, General Shops, Trackmen, Switchmen and others, shall be as follows: Where the present wage is in excess of fifty (50) cents per hour, an increase of ten (10) cents per hour shall be granted.

Where the present wage is below fifty (50) cents per hour, the wage increase shall be twenty (20) per cent.

Where the resulting wage rate per hour is in fractions the nearest whole figure to be the wage granted.

Working conditions of these various departments to remain the same.

Sec. 25. This agreement shall be binding on both parties hereto, and shall remain in force for a period

FORD RUNS 57 MILES ON GALLON OF GASOLINE

A new automatic and self-regulating device has been invented by John A. Stransky, 2024 Fourth St., Pukwana, South Dakota, with which automobiles have made from 40 to 57 miles on a gallon of gasoline. It removes all carbon and prevents spark plug trouble and overheating. It can be installed by anyone in five minutes. Mr. Stransky wants agents and is willing to send a sample at his own risk. Write him today.—Adv.

of three (3) years from the first day of October, 1923, and thereafter from year to year unless either party at least sixty (60) days prior to the first day of October in any year shall notify the other of its desire for change or changes to be made for the succeeding year.

Sec. 26. The employees, members of the Association, will, during the aforesaid period, devote their best endeavors to the performance of their respective duties in the service of the Companies, and will co-operate in every practicable manner with the management of the Companies in the efficient operation of the system, in fostering cordial relations between the Companies, and the public; in opposing unfair competition with the business of the Companies detrimental to the Association, and eradicating whatever dishonesty may be found to exist in the handling of the Companies' revenues.

In Witness Whereof, the parties hereto have hereto signed these presents the day and year first above written.

PUBLIC SERVICE RAILWAY CO.
(Signed) THOMAS N. McCARTER, President.

PUBLIC SERVICE RAILROAD CO.,
(Signed) THOMAS N. McCARTER, President
AMALGAMATED ASSOCIATION OF STREET
AND ELECTRIC RAILWAY EMPLOYEES
OF AMERICA,

JOINT CONFERENCE BOARD
(Signed)

WILLIAM WEPNER,
President Local No. 819.

ALBERT NELSON,
President Local No. 820.

DANIEL J. MULCAHY,
President Local No. 821.

HARRY JONES,
President Local No. 822.

JOHN FINLAY,
President Local No. 823.

JOSEPH V. EGAN,
President Local No. 824.

EDWARD FINLEY,
President Local No. 825.

FRANK DEPKE,
President Local No. 862.

WILLARD M. KILLE,
President Local No. 880.

WITNESS

N. W. BOLEN.



GET RID OF YOUR . . . FAT

Free Trial Treatment

Sent on request. Ask for my "pay-when-reduced" offer. I have successfully reduced thousands of persons, often at the rate of a pound a day, without diet or exercise. Let me send you proof at my expense.

DR. R. NEWMAN, Licensed Physician,

State of New York, 286 Fifth Ave., N. Y., Desk G-11

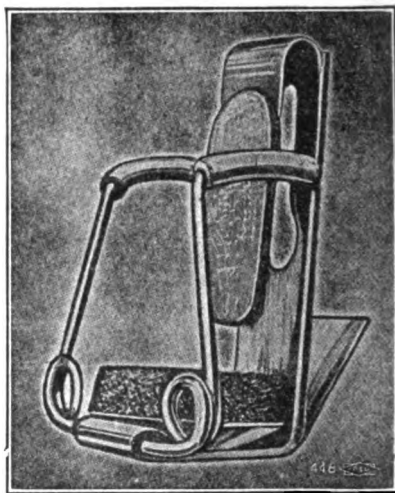
Don't Suffer Longer

The Brooks Appliance
Most wonderful discovery ever made for rupture sufferers. No obnoxious springs or pads. Automatic Air Cushions. Bind and draws the broken parts together as you would a broken limb. No salves. No plasters. No lies. Durable, cheap. Many imitators. None equal.



SENT ON TRIAL. CATALOGUE FREE
THE BROOKS CO., 188D State St., Marshall, Mich.

Motormen's Non-Magnetic Watch Holder



A practical little holder adjusted for any size watch. May be attached to head of screw in frame of car. Saves motormen's time and promotes "Safety First." May be conveniently carried in pocket when not in use.

Wanted:—Motormen and Conductors to act as Agents. Send 50c in money order or stamps for sample. Sent to any address in United States prepaid. W. C. WILLIAMSON
22 Arbor Street, E. E. Pittsburgh, Pa.



Do Not be Imposed Upon

No shoes are Union Made, under our Fair Arbitration Contract, except those having this stamp.

INSIST upon having them for The Whole Family.

BOOT AND SHOE WORKERS' UNION

246 Summer St., Boston, Mass.

Collis Lovely, Pres.

Charles L. Baine, Sec.-Treas.

Rapid Ready Change Maker

LEVER OPERATED

(Model 1921)

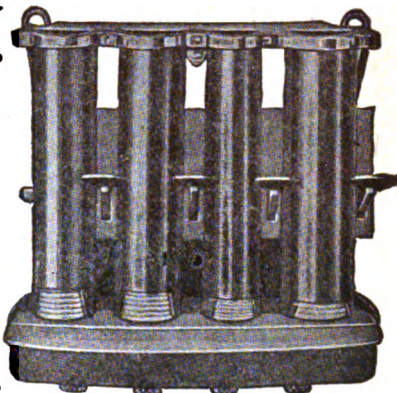
After twenty-five years experience manufacturing change carriers, being the first to originate such a device, we offer our new model, which by a simple adjustment throws ONE to FIVE coins from one or all tubes in any combination wished.

Holds fifty per cent more coins than other makes, with many new features not possible in others, that speed up fare collections. No springs to get out of order, will never rust or tarnish. Agents most cities, where not, will send for \$4.25. One style does for quarters, dimes, nickels or pennies. Our Slip Carrier, so well known, is \$2.50 either style, nickels or pennies.

A. F. NELSON, MFR.

Agents wanted
Special prices.

907 N. Front St.,
Harrisburg, Pa.



**TRACTION
UNIFORMS**
UNION MADE
*Write for Catalogue
Samples & Prices.*
**The Fechheimer
Bros. Co.**
CINCINNATI, OHIO.

J. L. LYNCH

MEMBER OF DIV. 241
MANUFACTURER OF

Union Buttons, Badges

Banners, Flags

325 N. MADISON ST. 4th Floor
Madison Trust Bldg. CHICAGO, ILL.



Detroit Regulation
Motorman and Conductor's

UNIFORMS

Standard-weight, fast-
color serge of guaran-
teed dependability

Specially Featured at

\$27.50

Union-made, expressly for D. S. R.,
D.U.R. and M.U.R. car men. Three-ply
properly padded, shape-retaining coat
fronts; linings of best sea-island cotton;
chamois arm-pit sweat-shields; closely
woven drill or duck non-sagging pock-
ets. We'll fit you—whether tall, short,
slim, stout or extra large.

Extra fine quality serge Uniforms
\$33.75

Clayton's

Clothing Hats Furnishing
Michigan at Shelby since 1883

Price List of Association Supplies

Official Seal	\$5.50
Propositions for membership blanks, per 100 .....	.50
Rituals, each .....	.35
Withdrawal cards, each .....	.05
Traveling cards, each .....	.05
Duplicate report books, each	2.00
Constitutions, in lots of 100 or more, per 100	4.00
Constitutions, in lots of less than 100, each .....	.05
Financial secretary's order book on treasurer .....	.35
Treasurer's receipt book .....	.35
Association badges, rolled gold, each .....	.50
Association badges, solid gold, each	1.10
Association buttons, gold plate, each .....	.30
Association buttons, rolled gold, each .....	.50
Association buttons, solid gold, each	1.10
Emblem cuff buttons, per pair	1.10
Emblem tie clasps, each .....	.70
Association charms, each	1.10
Association lockets, each	1.75
Cuts of official seal for use on printed matter, plain, each .....	.70
Cuts of official seal, with flag design	2.00
Transfer Cards, each .....	.05
Recording secretary's minute books, 300 pages	1.25
Gilt Seals, per box 50 .....	.50
Loose leaf membership ledgers. Ruled and printed on both sides, providing for a 12 year record of the payment of dues by your members.	
Loose leaf post binder, canvas with leather corners, each	4.50
Price of official seal, in lots of less than 100, each .....	.02 1/2
In lots of 100, or more, per 100	2.50
In lots of 500, or more, per 500	11.00
In lots of 1000, or more, per M	20.00

All orders must be accompanied by express, post-
office money orders or draft. No personal checks
accepted. Otherwise supplies will not be forwarded.

THE PEOPLES STATE BANK

MEMBER FEDERAL RESERVE BANK

Capital, Surplus and Undivided Profits \$14,000,000



Twenty-six branches conveniently located bring the service of this great institution directly to your door.

BRANCHES

HARPER AND TOWNSEND
7879 JEFFERSON WEST
BAKER AND TWENTY-THIRD
MICHIGAN AVENUE AND JUNCTION
MICHIGAN CORNER ADDISON
WARREN AVENUE AND THIRTIETH ST.
GRAND RIVER AND BROOKLYN
GRAND RIVER AND HOLMUR
CLAIRMOUNT AND LINWOOD
1523 WASHINGTON BOULEVARD
WOODWARD, CORNER PIQUETTE
OAKLAND AND KENILWORTH
WOODWARD AND ALEXANDRINE

FERNDAL AND LAWNDALE
HASTINGS, CORNER ERSKINE
GARFIELD, CORNER RUSSELL
RUSSELL, CORNER LYMAN
GRATIOT, CORNER RIOPELLE
CHENE, CORNER MILWAUKEE
CANTON, CORNER GRATIOT
FISCHER, CORNER GRATIOT
MACK, CORNER BALDWIN
FOREST AND CADILLAC
KERCHEVAL AND LAKEVIEW
JEFFERSON, CORNER BENITEAU
TWELFTH AND SEWARD

To be well dressed and neat in appearance, order

BATCHELDER MADE UNIFORMS

**QUALITY & STYLE MAKE
BATCHELDER MADE UNIFORMS
A SOURCE OF SATISFACTION
TO EVERY WEARER.**

For Sale by Dealers

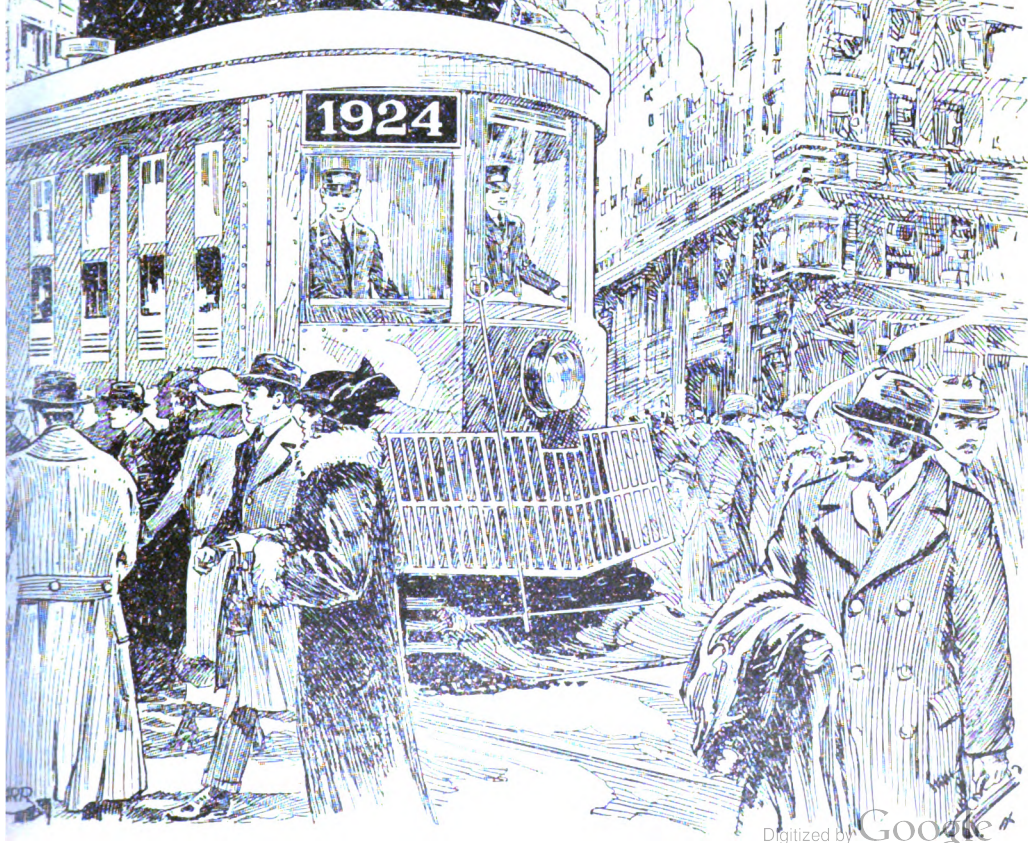
WRITE FOR SAMPLES

FRED M. BATCHELDER CO.

120 HARRISON AVENUE
BOSTON

The Motorman and Conductor

"Freedom Through Organization"





Style No. 20

Wear Better Uniforms

BY putting your trust in a Bloch Uniform of quality you insure yourself against dissatisfaction.

Twenty years of knowing how has enabled us to offer Traction men everywhere the best uniform that money can buy.

Strength in every part that has a strain, materials of proven long-wearing value, design and tailoring of a superior quality that assures every customer the comfort and appearance he enjoys.



Ask your dealer for a Bloch Uniform of Quality. It will pay.

The Bloch Company

Uniforms of Quality

Cleveland - Ohio

The
Bloch
Company

Cleveland, O.

*Send me, free, a
Trolley Jim Time Book.*

Name.....

Address

BOTH PREMIUMS FREE

50 inch Table Cloth and 6 Napkins. 6 Silver-Plated Knives and 6 Forks

This Design and Your Initial in Two Places on Every Piece

1 Platter, 11½ in.
1 Celery Dish, 8½ in.
1 Sauce Boat Tray, 7½ inches
1 Butter Plate, 6 in.
1 Vegetable Dish, 10½ in., with lid (2 pieces)

1 Deep Bowl, 8½ in.
1 Oval Baker, 9 in.
1 Small Deep Bowl, 5 inches
1 Gravy Boat, 7¼ in.
1 Creamer
1 Sugar Bowl with cover (2 pieces)

12 Cups
12 Saucers
12 Individual Bread and Butter Plates, 6¼ in.
1 Platter, 13½ in.

NO MONEY DOWN!

No C. O. D. Nothing to Pay for Dishes on Arrival

For a penny now. Just mail the coupon, and Hartman, the Largest Home Furnishing Concern in the World, will send you this complete 110-Piece Dinner Set and with it absolutely FREE the beautiful 7-Piece, genuine "Indian Head" Linene Set and also the 6 silver-plated Knives and 6 Forks, (pictured above.) Nothing to pay for goods on arrival. No C. O. D. Use all 8 sets 30 days Free Trial and if not satisfied send them back and we will pay transportation charges both ways. If you keep them, pay only for the Dinner Set—a little every month. Keep the Table Cloth and Napkins. Knives and Forks as gifts from Hartman. They are FREE. Nothing to pay for them at any time.

or Initial in Gold, Surrounded by Gold Wreath, in 2

Beautiful, clear white Colonial Martha Washington Set. Every piece decorated with rich hand band edge, maraschino blue follow band and 2 pure gold initials in Old English script, surrounded by gold wreaths. Handles are entirely gold covered.

IMPORTANT!

Dinner Set guaranteed absolutely first quality—no "seconds." Standard "open" pattern. Replacement pieces may be had of us for 3 years. Each piece wrapped in tissue paper. Packed to prevent breakage.

Places on Every Piece (Gold Covered Handles)

Nearly a Year to Pay!

HARTMAN Furniture & Carpet Co.
Dept. 6024 Chicago, Ill.

Print Initial
You Want Here

110-Piece Dinner Set
No. 320FMA23, Price \$33.85

as described, and with it the 7-Piece Linene Set and 6 Knives and 6 Forks absolutely FREE. I am to pay nothing for goods on arrival—only the small freight charge, and am to have 30 days' free trial. If satisfied I will send you \$4.00 monthly until full price of Dinner Set, \$33.85, is paid. Will pay nothing at any time for Linene Set, Knives and Forks. Title remains with you until paid in full. If not satisfied, after 30 days' free trial, I will ship all the goods back and you will pay transportation charges both ways.

Name.....
R. F. D., Box No.
or Street and No.
Town..... State.....
Occupation.....
Head of Household.....

FREE No Money Down
Bargain Catalog
Over 300 pages of which 18 are in actual colors of the world's greatest bargains in home furnishings, silverware, also farm implements, etc. No Money Down, 30 days' free trial and nearly a year to pay. Ask for Catalog No. E 6024

FREE GIFTS
Book explains how you get glassware, jewelry, table linens, etc., FREE with purchases. Send a postcard today for Free Catalog.
"Let Hartman Feather YOUR Nest"

FREE "Indian Head" Linene Set
one Finish 50-inch Round Table Cloth and 6 Napkins to Match—also 6 Silver-Plated Knives and 6 Forks.

With every Dinner Set we send Free a handsome 50-inch round table cloth and six 17-inch napkins to match—all of famous "Indian Head" linene with scalloped embroidered edges. Also 6 knives and 6 forks of fine, heavy silver-plate in fleur-de-lis pattern. Send at once. Offer is limited.

Order No. 320FMA23.
Bargain Price, \$33.85.
No Money Down, \$4 monthly.
The 7-piece Linene Set and the 6 Knives and 6 Forks are FREE.

Furniture & Carpet Co.
Dept. 6024 Chicago, Ill.
Copyright, 1924, by Hartman's, Chicago.



HARTMAN
Largest Home Furnishing Concern in the World

This No-Money-Down Offer is Special to Readers of Motorman and Conductor - This Issue Only



The Motorman and Conductor



Vol. 32

DETROIT, MICHIGAN, JANUARY, 1924

No 2

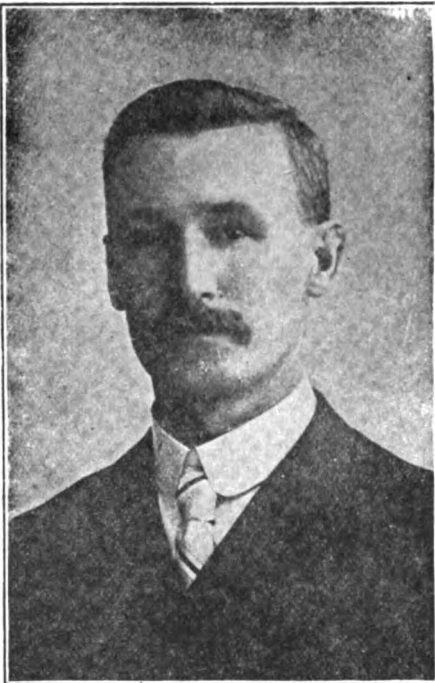
Published monthly by the Amalgamated Association
of Street and Electric Railway Employees of America.

W. D. Mahon, President

260 East High Street, Detroit, Michigan

Entered at the Post Office as Second Class Matter.
Accepted for Mailing at special rates of postage pro-
vided for in Section 1103, Act of October 3, 1917.

Subscription Price - - - - - \$ 75



BROTHER JOSEPH GIBBONS

Business Agent Div. No. 113, Toronto, Ont.

Among those best known throughout the entire Amalgamated Association of Street and Electric Railway Employees of America, is Brother Jos. Gibbons, who for 14 years has served as Business Agent of Division 113, Toronto, Ont. He also served several terms upon the staff of International Vice-Presidents. His service for the Association, both as Business Agent of his own Local and International Vice-President, has always been marked with success, and he is regarded as a conservative, able adviser, and one of constructive purposes. Some years ago, Brother Gibbons was a candidate for the Toronto Council and was elected. He served in this capacity until four years ago, when he became a candidate for controller. The Toronto Board of Control comprises five members: The mayor, and four elected at large by the city. Brother Gibbons was successful in his first campaign for controller and at the recent municipal election in Toronto was returned as one of the Board

of City Controllers, by the largest majority ever given a candidate for that place. This is significant of the fact that the people of Toronto, as well as the Amalgamated Association appreciate the sterling worth of Brother Gibbons. As one of the directing officers of Toronto, he has much to do with the street railway operation and the methods of employment upon that property. Division 113 is among the oldest and most progressive Locals in the Association and is in the rank of the largest of the Locals.

BUSINESS OF THE WAGE EARNER

What business is there in wage earning? Assuredly, a wage earner is not included in what is known as Big Business as the public is educated upon the subject of Big Business by daily newspapers. If the wage earner conceives himself a part of Big Business, or even Small Business, he never observes himself identified in the vast propaganda that goes out through newspapers and publications that serve as mentors of the general public. So we may accept it as rather out of line to characterize the wage earner, and the wage earner's business, as included by Business propagandists in their educational work in enlisting the sympathy and support of the public in the interests of Business.

How, then, if the wage earner may regard that he is of Business and that his wage earning is a business to him, is he to educate the public to his importance in the business world? The farmer buys a plow, harrow, reaper, and other machinery, not from Labor, but from the Manufacturer, or the other Business Man who serves as the go-between in placing the manufacturers' products with the purchaser. When the farmer buys a plow he pays the price fixed by Big Business. How much has Labor had to say in what the farmer must pay for it? It is Business that fixed that price and the purchaser is compelled to pay the price or go without the plow. Is it not so with anything that consumers purchase? Who fixes the price upon the suit of clothes worn by Labor? Who fixes the price upon the tools purchased by Labor? Who tells Labor what he must pay for an automobile? Who tells Labor what he must pay for a lot, or a house and lot? Who tells Labor what he must pay for food? Who tells Labor what he must pay for coal, lighting, or transportation? The public has been educated to answer that it is "Business."

The merchant will tell the wage earner that it is "Business" who will fix the price on things he buys. The manufacturer will tell him that it is "Business." Labor is supposed not to understand "Business."

Labor is supposed not to understand how manufacturing, transportation, commercial and banking institutions are capitalized and operated. The wage earner is supposed to be led to the understanding that he is not of Business. Pick up any newspaper published in the industrial and business cities and you will observe nothing in that newspaper indicating that the wage earner is any part of Business or is in any way identified as of Business. Those newspapers are propaganda instruments for Business, as Business is made to be known to the public.

Business is organized. An important purpose of Business in organizing is to educate the public that Business is Business, and to educate the public particularly along the idea that Business in no way contemplates or associates with the wage earner as a business element, or a business unit.

Is the wage earner a business man? If so, what is his business? How is he to impress upon the public that he is of business? What means has he for the distribution of propaganda to the public in the way of educating the public that he is entitled to consideration as one of business?

The wage earner cannot fail to believe that he is an important element of business. What business can subsist without the wage earner or worker as an element of that business, and as the most important element of that business? But how can the public be led to know this?

The only medium of publicity that the wage worker has, through which he can educate the public to the importance of the wage earner, is the wage earner himself, and the medium he may be able to institute. Is that not true?

How far-reaching is the medium of the individual wage worker? To what extent can he operate a medium for information of the public as an individual? Can he get anything on the front pages of the mentors of Big Business that would impress the public that he is the biggest element in business, and that all business is solely dependable upon him? We don't see it. How far would his endeavor reach, were he dependable upon contact with the public in direct propaganda address? How many people would one individual wage earner be able to educate in the course of his period as a wage earner, even though it would measure his entire lifetime?

Does the individual wage earner realize that there is a combination of Business that is serving Business to detract from the educating of the public upon the importance of Labor as a business element? Nevertheless it is so. Observe the "Master and Servant" agreement—the application for employment.

When one sees Labor placed before the public as an important business element, it is so placed through the power and force of the associating of wage earners in the endeavor. Is that not true?

When Labor speaks to be heard, it speaks through organization. There is no other way that its voice is heard by the public.

Labor is Business, and the wage earner is a business man. None other of the business world has the responsibility that the wage earner carries. The means that the wage earner has to make this known is the organization of wage earners. It is the only means of education, even of the wage earner himself. One wage earner recognizing his responsibility in business, and business conditions, and recognizing his responsibility to himself and his dependents, cannot get the fact before the public individually. He cannot alone serve his own purpose. He hasn't the power. He even has nothing to say of fixing his own wage. He has nothing to say of the type of service he shall render. He serves under a master and he serves under a program outlined by the organization of masters, and he is not a participant in the outlining of that program. In the line of progress he is moved scarcely from the realm of serfdom. He can refuse to work. But as he looks back from his job, he observes the barrier of starvation for himself and his dependents.

There exists a decision of the Supreme Court of the United States that fixes as the legal right of an employer to in no way take into consideration the expense of the necessities of life to the employe in fixing and paying wages. Business has the right, and it has been so legally determined by the Supreme Court, that in case that it requires a wage of \$20 per week for a wage earner to healthfully survive, \$10. per week may be paid for that individual's labor, and the community must suffer from the unhealthfulness and poverty conditions of the underpaid employe and his dependents. Is there anything more impressive to the wage worker than that he has a business and that his business is a business peculiarly of wage workers?

How is the wage worker to conduct his business effectively that he will obtain a reasonable proportion of his production? Can he do it alone? Let the wage earner employed by an institution that is successful in prohibiting its employes from organizing, answer the question. He knows he can't attend to his own business and make it a success, acting alone.

Bankers have found advantage in association. Manufacturers find advantage in association. Merchants find profit in association and concert in fixing prices. All these institutions and other business institutions find profit in concerted effort through organization. Does this not present subject for thought to the wage earner?

What railroad can be operated by the owners? What manufacturing plant can supply manufactured products constructed by the owners of the plant, and to what extent? What merchant can sell goods to himself and family only, and succeed? Where would the mercantile interests be in the way of super-profits, were they not organized to regulate prices? And so it goes.

What wage earner can individually fix his

own wages? It is the business sense of the wage earner that invites him to organize with his associate wage earners. It is the business sense of the wage earner that serves him to understand that he can best make it known through organization that wage earning is a business. It is the business sense of the wage earner that leads him to understand that his best medium of advertisement in the way of educating the public is through organization—concerted effort.

Those who assume to the public that they are all important as the only business element in the social order of things, organize and meet daily. They discuss their programs at the lunch hour and have speakers who are paid to become expert in designing ways and means for the greatest profit for Business. Wage earners have that same opportunity but to exercise it they must organize. They may not meet at lunch hour but they can have regular meetings. And after they are organized, they can attend those meetings, in perfect freedom. They can develop and become expert in the conduct of their business. In their strength through organization they can advertise the fact that they are an element in the business world, to be recognized and respected.

Organization is the only means through which wage workers can participate in fixing their own wage rates. Is that not true?

Compensation for Labor is the big measure of the wage earner's business. Were it not for necessary compensation, there would be but very few wage workers. Can it then not occur to the wage worker that the fixing of compensation is a mighty element of business to the wage worker and isn't the only means of giving this business attention, organization?

When the wage worker hands his pay envelop to his wife, does she not receive it as the fruit—the result—of his business? Does she not oftentimes wish his business would be more productive? Can it be, only through organization? Only remotely so.

One cannot rely for wage adjustments, increased compensation, favorable regulation of employment, etc. upon any political party. No law can be enacted to regulate wage rates. No political party can enforce wage increases for wage workers. No political party will bring wage workers or their representatives about the council table to participate with the employer in negotiating a collective wage contract.

And even political advantages can be best regulated and developed in the interest of Labor through the organizations of Labor.

Let it be known that no business can survive except through the protection and patronage of wage earners. Let it be known that wage earners are the greatest consumers and, as a whole, supply the market for production.

It cannot be denied that wage earning is a business. It is not a rain check. It is Business. And the wage earner is a business man. His business is to fix a compensation suitable for his continuance in the business. It is his business also to fix conditions in

employment suitable to his continuance in the business.

Let it be known, also, that in the conduct of his business the wage earner can conduct his business in a business way only by associating with his associate business men—wage workers—through organization, that concerted, and not competitive endeavor may serve him. Non-unionism serves only by competitive endeavor. It establishes destructive competition. Organization is concerted endeavor and constructive business.

Organize and maintain organization and be business men to the world. Let the world know it by attending to that business.

NEW YEAR BRINGS ITS TASKS FOR LABOR

By Samuel Gompers, President,
American Federation of Labor

The year 1924 brings great tasks to the trade unionists of America.

The year just closed has placed our movement in a position of strength and solidarity that fits it for the tasks that lie ahead.

In 1923 our country measurably recovered from the period of depression and the fight of the so-called open shoppers and wage-cutters practically came to an end. It lost its driving power.

Ahead of us in the immediate future is a national political campaign. Ahead of us also is a great general campaign of organization, reaching into every field of activity.

The enemies of our movement say that we are not in politics. The fact is that we are in politics to the limit, determined to make our influence felt for progress and human freedom.

It is of the utmost importance that every trade unionist take an active part in the campaign now opening. It is important to see that trade unionists participate in the nominating of candidates and also in the selection of political convention delegates.

It is important that labor should participate where nominations are made and where platforms are formulated.

The American Federation of Labor national non-partisan political campaign will this year be conducted on broader and more energetic lines than ever before. Labor's effectiveness must extend into every precinct in America—and with the co-operation of the great farming population this will be accomplished.

On the industrial field the organization of the wage earners is always our first and primary task. Our convention has ordered a number of special organizing campaigns and these are either under way or are being planned. It is my hope that during the year our movement may add a million new members to its rolls. This is easily possible.

Protection and promotion of their rights and interests and proper participation of the workers in the affairs of industry makes organization necessary. The proper conduct of industry, the proper safeguarding

of the rights and interests of the toilers, the proper and necessary stabilizing of industry, make organization of first importance to labor and to employers as well.

We live in an age of collective effort. Nowhere does the individual live and work in a world of his own. Working together, it is necessary to organize so as to plan together, to function properly in every direction, to make life better and to make industry better.

Every wage earner ought to join the trade union of his trade or calling and every trade union member ought to be an organizer.

The year 1924 will bring its rewards, but it also will bring its obligations and duties.

Let us all, as trade unionists, do our utmost to make our movement a credit and a constructive force in society. If we are good trade unionists, we shall be good citizens of our Republic and America will be the better for our efforts.

THE WORKER PRODUCES ALL PROSPERITY

By W. D. Mahon

Money may be printed or coined, inflated or depreciated—that means nothing insofar as true prosperity is concerned.

True prosperity can only be secured by the production of goods and property and they can only be produced by labor. The working man and the farmer are the true and only producers of prosperity and in the production of prosperity the workingman bears the brunt of its production and suffers all the reverses that may come in times of depression from what ever course they may come.

Some claim that the positions of the worker and the farmer are identical. In the work of producing they may be classed as identical, but in bearing the brunt of the struggle the comparison is not the same.

The farmer has the soil, the sun and the rain in addition to his capital to assist him. The wage worker depends alone upon his physical and mental energies. He can do a certain number of days' work in his life and no more. There is no loss so great as the underpaid or the day lost to the wage worker.

In the capital account of the workman he cannot replace the loss of a day or underpaid days worked. Nobody can. Nature has allotted him a given number of days. He cannot recall or re-sell them. He cannot issue new stock and increase his capital like the manufacturer and the corporation. In the times of prosperity he has the small end of it and about all he secures out of prosperity is something like a living wage. As soon as reverses set in the wage worker is the first to lose. His wages are the first to be reduced when panic comes and the last to be increased when prosperity dawns, so his situation is that in prosperity he has only a respectable living—and in depression he bears the big end of all losses. He either loses his wage entirely by being out of work, or if he does work he works at a big reduction, so the true position is that the work-

man is the one that really bears the brunt of all economic depressions and shares only in a minor way in prosperity.

LEGAL INFORMATION BUREAU

Vice-President Matthew Woll of the A. F. of L., who is Director of the A. F. of L. Legal Information Bureau, in the course of the work of the Bureau has issued Bulletin No. 1, which contains court decisions upon various cases and comments upon the decisions. Further Bulletins will be issued, but Director Woll states "not at any stated time." The purpose is to keep a record of "extraordinary decisions affecting Labor and labor organizations, with such opinions and guidance as may be helpful. Within the cases cited, as of Bulletin No. 1, is the following:

Right to Picket Upheld

In Albee & Godfrey Company, Inc., V. Arci, (New York Supreme Court, Kings County, New York Law Journal, August 30, 1923), the right to peacefully picket was clearly upheld and certain standards were set forth which a plaintiff must prove before an injunction to restrain picketing will be granted.

The Court said, "The defendants have a right to indulge in picketing provided they pursue peaceful methods. The moving papers allege acts of violence, which are denied by the defendants. To entitle the plaintiff to the injunctive relief it asks there should be satisfying proof of the alleged acts of violence. This should be in the form of evidence of the prosecuting of the individuals who are claimed to have indulged in violence. Upon their arraignment in the Magistrates' Court they could be subjected to examination and cross-examination, which would develop (1) whether disorderly conduct or other acts of violence did in fact take place and (2) who were responsible for them. If after such an examination the defendants or pickets or individuals acting for them were held for trial or were found guilty of disorderly conduct, there would then be a proper basis for the issuance of injunctive relief restraining not only acts of violence and disorderly conduct, but the picketing which gave rise to it, by reason of such acts of violence so evidenced satisfactorily sustaining the claim that the picketing itself was not being conducted in a peaceful and lawful manner. The methods of proof indicated of course are not exclusive, but substitute methods should carry with them the same degree of persuasiveness that inhere in the indicated methods. The plaintiff's moving papers do not meet this standard therefore, the motion must be denied, with leave, however, to renew as a new application in the event that more satisfactory proof is presented to the court that acts of violence or disorderly conduct by the pickets, the defendants, or persons acting on behalf of either, have taken place or are taking place, in which event it will then become apparent that the strikers are exceeding their legal right to strike and peaceably picket."

LEADERSHIP

By August Claessens

Blessed is the trade union that has at its head a patient, intelligent and idealistic leadership. Such a union is fortunate. Its progress is steady and inspiring. Yes, leadership is important. It will take a long, long time before men can do without it. Every organization must appreciate the fact that it should have the very ablest men and women at the head of its ranks. That's agreed. There is no argument on this motion. It's carried unanimously!

But the ablest leadership cannot succeed if the rank and file does not follow; or does not know where it is going; or does not hold its ranks solid and united.

The head is the top-notch. Without the body, however, it does not and cannot function. The best leadership in the world cannot serve efficiently unless it has a good membership behind it. We repeat—good leadership is absolutely necessary. But much more necessary is a compact, well-organized and clear-sighted rank and file. A thousand times sooner let's have a well-organized membership and a poor leadership than excellent leaders and a rotten membership!

There is no great shortage of good heads in the Labor Movement of this country. We may differ about this matter. But we all agree that there is certainly lots of room for improvement in the rank and file.

They must learn and realize the lesson that each and every member is a unit in an organization. No union can have strength if its units are weak and not on the job. A strong combination of units, each in his place and doing his duty creates Unity. A solid mass of determined, interested and wide-awake men and women creates Solidarity. Without this backing, no leadership can succeed. Let's nail down this truth with a story.

In a very charming spot, amid mountains, woods and fields, was located a popular vacation resort. Among its numerous attractions was a very pretty lake. Thousands of people came from the big cities to the hotels, boarding houses and camps around this lake, and for a number of years the resort grew and prospered.

Then misfortune came. Several serious accidents occurred one summer. Careless people were drowned and the lake began to be spoken of as a treacherous one. As this gossip got around, the resort suffered the loss of hundreds of its annual guests.

The owners of the hotels, boarding houses and camps gathered in a meeting to discuss ways and means of preventing further drownings and retrieving their losses. They decided then and there to engage an expert life-saver, the very best obtainable. Presently they secured one and placed him on the job.

Strange to relate, shortly after his installment, a drowning occurred. And still more strange was the news that the expert life-saver was right next to the victim when the accident happened. Consternation and cussing ruled the village in its excitement. A

hasty board meeting was called and the life-saver was summoned to appear. "Can you explain this inexcusable failure on your part?" asked the irate chairman of the board. The other members glanced daggers at their unfortunate employee.

"Yes, gentlemen," eagerly responded the life-saver, "I can explain to your satisfaction just what happened. But let me remind you again—I have a clean record. I have saved the lives of hundreds of people in my many years' experience. Here is the proof." And once more he laid his medals, credentials, testimonials and letters upon the table before the committee. "Gentlemen," pleaded the life-saver, "I can positively assure you results. And if I have the slightest chance I can save any man or woman from drowning. But in this case I had no chance. Listen, gentlemen.

"Just after noon yesterday I heard a cry for help. Several hundred feet from where I was, I saw this fellow struggling in the water and a capsized boat near him. I jumped into my canoe and in a few strokes I got to him just as he was going under. I grabbed him by his hair and pulled, but darn the luck, he had on a wig and there it was left in my hand. Soon he came up again, and sez I to myself, 'I'll grab the sucker this time so he won't escape.' I took hold of his collar and pulled, but hell, his collar was a paper one; it came off and he slipped away the second time. I was gettin' madder than a hornet, and sez I to myself, 'I'll land this eel yet.' As he came up for the third time I caught him by one of his legs. 'Now I got you for keeps,' thought I, and I yanked him along. All of a sudden I noticed that I had only his leg. It was an artificial leg, and the darn thing came off and there I was hanging on to it. Well, by the time I found him again it was too late."

"Gentlemen," emphasized the life-saver, again pointing to his medals, etc., "I can save any man—provided he will stick together."

STREET CAR PLATFORM BILL MARKS
20TH ANNIVERSARY

State Labor Commissioner Joseph S. Meyers today recalled to even the memory of Marshall Hicks the fact that the San Antonian 20 years ago this month introduced into the Senate of Texas and passed the bill requiring street railway companies of the State to provide sheltered platforms for all their motormen. Meyers, speaking as a representative of labor, told Hicks he wanted to congratulate him on the 20th anniversary of the enactment of a law that has met with almost universal approval.

"When Senator Hicks offered his bill for the suffering motormen," said Meyers, "it was warm and balmy weather. It was greeted with jeers from the lobby. What did anybody want with a closed platform in sunny Texas, they asked. I shall always consider it a providential act—the weather that followed. Down from the North the wind blew and the sleet and snow and ice

came. Motormen, with ulsters on and heads covered to keep out the falling, freezing water, came slowly up Congress Avenue on the front end of their cars. An open hearing on the bill was set for one of the cold nights and Hicks was ready with his arguments in favor of the bill. Not a lobbyist appeared with his plea of 'sunny Texas.' Hicks didn't have to make the speech he was ready to make. The weather had made it for him."—San Antonio Express, December 1.

AMERICAN FEDERATION OF LABOR CONVENTION ENACTMENTS

Here are the important decisions and actions of the American Federation of Labor convention:

1. Declaration for determined, conscious crusade for industrial democracy.
2. Opposition to the soviet tyranny and to communist propaganda in United States.
3. Opposition to the Ku Klux Klan.
4. Opposition to the Fascisti.
5. Unseated William F. Dunne as a communist and representative of Moscow.
6. Adopted as an official finding an investigation of social studies made by special committee with expert assistance.
7. Directed intensification of national campaign to organize steel workers.
8. Directed national conference to inaugurate sweeping campaign to organize women wage earners.
9. Directed that assistance be given in organizing textile workers.
10. Demanded amendment to constitution to prohibit child labor.
11. Demanded amendment to constitution giving congress power to re-enact laws declared unconstitutional by supreme court.
12. Directed greater effort than ever in coming national non-partisan political campaign and asked national and international unions to furnish generous financial support.
13. Ordered campaign to organize casual and migratory workers.
14. Directed continuance of efforts to bring about affiliation with International Federation of Trade Unions on a basis satisfactory to American labor and guaranteeing national autonomy.
15. Denounced so-called amalgamation scheme and overwhelmingly defeated resolution introduced in its behalf.
16. Defeated resolutions calling for independent labor political party.
17. Reaffirmed demand for modification of Volstead Act.
18. Voted support of American Red Cross.
19. Voted support to rehabilitation work of Veterans' Bureau.
20. Declined to over-ride autonomy of national unions, voting down several resolutions calling for compulsion instead of voluntary action in connection with affiliation of local unions to central bodies and state federations.
21. Ordered investigation of I. W. W. and its relation to hostile employers and private detective agencies.

22. Directed that efforts be made to secure prohibition of use of injunction in industrial disputes in cases where no injunction would lie if no industrial dispute were in evidence.

23. Ordered that next convention be held beginning November 17, 1923.

24. Regarded labor banks as "helpful" and "much nearer the people" than Wall Street, but not as a cure for industrial evils.

25. Directed that efforts to promote friendship and develop understanding between labor and farmers "should be continued."

26. Pronounced in favor of continuing "friendly and co-operative" relations with American Legion.

27. Expressed confidence and faith in work of Pan-American Federation of Labor and continued affiliation to that organization.

28. Directed "vigilance" in relation to intelligence tests, and "labor participation in direction" where those tests are used in industry.

29. Directed continued participation in work of Personnel Research Federation.

30. Recorded emphatic position for sanctity of contract in relations with employers.

31. Declared resistance to wage reductions most effective measure in combatting unemployment.

32. Directed effective functioning of A. F. of L. Legal Information Bureau.

33. Directed continued and expanded Information and Publicity Service efforts.

34. Continued investigation of workmen's compensation and employers' liability laws.

35. Condemned Federated Press as "on its own record" not entitled to support of labor papers or trade union organizations.

36. Directed continued efforts to prevent prison labor from coming into competition with free labor.

37. Ask that it be "the policy and purpose of the state to conserve, develop and control the water of the state for the use and benefit of the people."

SAYINGS OF BILL HAUKS

Some people waste most of their time bragging about what they said to somebody else.

The hand that used to rock the cradle now holds the steering wheel.

Did you ever stop to figure out how many would be left if the devil got his just dues?

Diplomacy is the title given to falsehood when it is dressed up in its Sunday clothes.

Some people are always looking for evil to be delivered from.

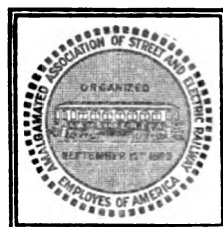
If the office of fool-killer should be restored it is an assured fact that that official would have to work more than eight hours a day.

One thing the high cost of living has not affected is slander and abuse.

A little bit added to the last fellow's story makes it sound better and more exciting.



The Motorman and Conductor



Official Journal of the Amalgamated Association of
Street and Electric Railway Employees of America

PUBLISHED BY THE ASSOCIATION
Monthly, at 260 E. High St., Detroit, Mich.

W. D. MAHON, President

EXECUTIVE COUNCIL

W. D. MAHON	International President
WM. B. FITZGERALD	First Vice-President
P. J. O'BRIEN	Second Vice-President
W. S. McLENNATHAN	Third Vice-President
WM. P. JENNINGS	Fourth Vice-President
FRED A. HOOVER	Fifth Vice-President
GEORGE A. DEAN	Sixth Vice-President
P. J. McGRATH	Seventh Vice-President
ALBERT E. JONES	Eighth Vice-President
JAMES LARGAY	Ninth Vice-President
J. B. WILEY	Tenth Vice-President
M. J. MURRAY	Eleventh Vice-President
C. U. TAYLOR	Twelfth Vice-President
JOHN M. PARKER	Thirteenth Vice-President
L. D. BLAND	International Treasurer

GENERAL EXECUTIVE BOARD

EDWARD McMORROW	A. H. BURT
MAGNUS SINCLAIR	WILLIAM F. WELCH
P. J. SHEA	J. B. LAWSON
JOHN H. REARDON	ALEX J. MCGUIRE
R. L. REEVES	Secretary

Correspondents will please address all communica-
tions for publication to R. L. REEVES, Editor.
Subscriptions payable to W. D. Mahon, President.

Per Annum, \$75 Single Copy, 10 cents.

ASSOCIATION

Articles of Constitution

Section 1. The objects of this Association shall be
to organize Division Associations.

Sec. 2. To place our occupation upon a high plane
of intelligence, efficiency and skill; to encourage the
formation in Division associations of Sick Benefit
Funds; to establish schools of instruction and ex-
amination for imparting a practical knowledge of
modern and improved methods and systems of trans-
portation and trade matters generally; to encourage
the settlement of all disputes between employer and
employees by arbitration; to secure employment and
adequate pay for our work; to reduce the hours of
daily labor and by all legal and proper means to
elevate our moral, intellectual and social condition.

Unsigned communications cannot be published.
Names of correspondents will not appear with their
products unless by special permission of the corre-
spondent. Matter for publication should be in not
later than the 2nd of the month, and should be
written on one side of the paper.



If the pre-war basis in the increase in the
cost of living continues, and there is no
substantial reason to believe that it will not,
normal conditions will show a higher cost
of living at the end of 1924, than at the
present time.

In respect to the cost of living and value
of the dollar, the period advocated by late
President Harding seems to have come in
the introduction of the year 1924. On the
basis of the value of the dollar we have evi-
dently reached "normalcy."

For years before the inauguration of the
World War, Federal and State legislatures
appointed committees to investigate the
high cost of living. An analysis of the high
cost of living before the World War made
in 1913, showed a gradual decline in the
purchase power of the Dollar, averaging
approximately $3\frac{1}{4}$ per cent per year for the
30 preceding years. Since 1913, eleven years
have passed. Accepting the gradual reduc-
tion in the purchase power of the Dollar
for 30 years preceding 1913, would fix
normalcy on the basis of requiring approxi-
mately \$1.38 $\frac{1}{4}$ to equal the purchase power
of a Dollar at the beginning of the World
War.

It is considerably advertised in street and
electric railway circles that motormen and
conductors employed in street railway serv-
ice are receiving wage rates advanced in
excess of "normalcy" increase in the cost
of living. Such advertising, however, does
not carry with it the fact that in pre-war
days these employees received a tragically
less than normal times wage. Former
President Wm. Howard Taft is a substantial
authority for this fact. As a member of

the War Labor Board he found street rail-
way men grossly underpaid. The normalcy
advance in the cost of living is an assurance
that in this type of employment wage rates
will not be lowered during the year 1924.

The members of this Association generally
recognize that positions of motormen, con-
ductors and operators are those of skilled
employment and that the occupation re-
quires qualifications in several directions.

Members of the Amalgamated Association
well sense the fact that it is part of the
business of the Association to make the job
one respected not only by the employing
company management, but by the public,
as a skilled employment, requiring men of
more than ordinary qualifications in the
performance of the duties in employment.
When this is understood, safety and effi-
ciency are recognized as necessary qualifi-
cations and safety and efficiency result. Or-
ganization has brought the importance of
the employment to the attention of the
public. The public can be taught upon the
responsibilities of the employment in no
other way than through organization of the
employees. An important feature is to
develop good feeling with the public, not
only for the employees, but for the property.
This can be done only through concerted
effort provided by organization.

Among the responsibilities resting upon
motormen, conductors and operators, is that
of instructing newly employed men. To be
a competent instructor and fulfill the re-
sponsibility, a union motorman recognizes
that instructions cannot be confined to the
starting and stopping of a car and a suffi-
cient knowledge of the machinery and its

actioning. He recognizes that there is a difference in the operating of a street car upon the thickly congested streets of a city, and operating a car out in the open field where there could be no obstruction, and no accident results except to the machinery of the car or the operator. To obtain efficiency, one must be instructed on the responsibility of evading accidents operation upon occupied streets. Unless newly installed employe can comprehend his responsibility he is yet inefficient. Further, he must comprehend the reason for the operation of street cars. They are created to accommodate and transfer the public—the patrons of the property. Without patronage there would be no service, or employment.

The motorman who turns in an inefficient student and O.K.'s him as equal to the employment, discharges a moral obligation in a way that will reflect upon his own employment, as well as upon his sense of duty and obligation to his fellow man. He can well know that he is endangering the safety and lives of others. He can well know that he is responsible, in a substantial measure for the accidents that the inefficient student sets with. He cannot avoid the moral responsibility. Too often newly employed men are turned in to take up the employment with a grave lack of instructions upon the responsibility that goes with the job. The instructor is responsible for this, and are many accidents in which inefficiently instructed newly employed motormen and conductors and operators are involved, is a testimonial to it. So, also, is indifference in commodating prospective patrons.

Nicolai Lenin, the president and directing mind of Russia, is reported to have passed on this life January 21, of paralysis of the lungs. Under his reign of some six years, many nations of the world have been at war with Russia. It is not likely that the world War will cease with the death of Lenin. The U. S. was involved in that war despite the treaty of peace is to be made. Lenin's real name is given as Valdimir Ilich Ulyanov. History will show Lenin a collegian, to have been in his time, scholastically, the best educated man at the head of any nation in the world. While he was presented in the newspapers as being the premier of Russia, his position may be better understood as that of King or President. He was Russia's chief ruler.

FUNERAL, DISABILITY AND OLD AGE BENEFITS

I take this means of calling our membership's attention to the laws of our Association on Funeral, Disability and Old Age benefits.

Section 88 outlines the provisions and to whom and how our benefits are paid and each and every member should carefully read and understand this. Especially those

who leave the service and go into other lines of occupation or business, they should read them and thoroughly understand them. If this is done, much trouble and dissatisfaction in time to come will be avoided.

Section 88 reads as follows:

"Sec. 88. In order to establish a funeral benefit for the proper burial of members in case of death, disability benefits to aid them in case of total disability that may overtake them in connection with their occupation as street and electric railway employes, an old age benefit to assist them where they have reached an age in continuous employment as a street and electric railway employe, these laws are hereby adopted by this Association, to go into effect the first day of January, 1912, and all former laws providing for funeral, total disability and old age benefits that were in operation by this Association prior to January, 1912, are hereby repealed. It being clearly understood by the membership of this Association, and those who may become members in the future, that in the establishing of these benefits, provided for by these laws, that this is no insurance company; that the benefits hereby established are exclusively for the benefit of the members of this Trade Union, who are following the occupation of street and electric railway employes exclusively, and that where members retire from the street and electric railway service and enter other lines of business or employment, or where they enter temporary employment in other lines of business, they must fully appreciate the fact that this Organization is created for the sole purpose of promoting, advancing and protecting the welfare of the men and women that are engaged in the street and electric railway occupation, and that the money to create and protect this fund to provide for these benefits is based upon the necessity and conditions arising in this occupation, and that the employees engaged in this line of employment cannot be expected to provide benefits for men and women engaged in military, police or other lines of business or occupations, and where members temporarily leave this occupation to serve in other lines of employment, or engage in temporary military or naval duties, or serve temporarily in voluntary military or police associations, they will not be entitled while so serving in such temporary positions to death, disability or old age benefits, and where members leave the occupation, they must distinctly understand that if they wish to continue their membership in this Association, they will only be entitled to funeral benefits where death occurs from natural causes, as provided for by these laws, and they will not be entitled to disability or old age benefits after leaving this occupation. These laws, providing for the benefits herein prescribed, are subject to amendments and changes from time to time, as all other rules and laws of the Association, as provided for by the General Constitution of this Association."

Fraternally yours,

W. D. MAHON,
International President.

FROM LATE REPORTS OF INTERNATIONAL OFFICERS

International President W. D. Mahon, aside from the general work of the Association, and assisting Divisions Nos. 26, Detroit; 90, Port Huron and 111, Ypsilanti, Mich., upon the subject of their consolidation, in which he was associated with International Vice-President Fitzgerald, visited Chicago, where he attended meetings of Divisions 241, 308 and 900, at which meetings officers of the respective Locals were installed. He addressed those meetings upon their affairs and the affairs of the Association, and consulted with the officers of Division 241, upon the affairs of that Local. He was at Chicago at the close of this report.

First Int. Vice-President Wm. B. Fitzgerald, aside from assisting the International President in the general affairs of the Association, visited Rochester, N. Y., where he attended a meeting of Division No. 282, at which officers were installed for the ensuing year. On January 17, he was at Buffalo, N. Y., where the officers of the Local were held under indictment upon the charge of violating Section 1 of the Sherman Anti-Trust Law. Some of the cases were called for trial January 17.

Second Int. Vice-President P. J. O'Brien, visited White Plains, N. Y. in the interest of Division No. 716, where a contention had arisen relative to the placing of the one-man car upon an interurban line. This case was pending, per his report of January 12. At Derby, Conn., he attended a meeting of Division No. 469, in the matter of a recent election dispute. He visited Bridgeport, Conn., where he installed the officers of Division No. 459. At Meriden, Conn., he addressed a meeting of Division No. 163, and assisted the Local in shaping its financial accounts. At Danbury, Conn., he advised with Division No. 269, which Local had long been involved in the subject of arbitration of wages. He reports that the Local passed up the wage arbitration until prior to the expiration of the present wage agreement. At New York he assisted Division No. 957, in obtaining the reinstatement of two suspended members.

Fourth Int. Vice-Pres. Wm. P. Jennings, late in December, attended a meeting of Division No. 790, Montreal, and assisted in the installing of the newly elected officers of that Local.

Sixth Int. Vice-President Geo. A. Dean, visited Eureka, Calif. upon a petition of the street railway men of that city for organization. After an investigation he deferred the institution of a Local. The property is municipally owned and operated.

Ninth Int. Vice-President James A. Largay visited Division No. 360, Alliance, Ohio, where a case of dispute relative to the dismissal of a member for shortage was

dropped by the Local rather than arbitrated. At Akron he visited Division 98 in an endeavor of adjustment of a seniority dispute that had arisen relative to the re-employment of a member. This case was left for a decision by the International President. Under date of January 12 he reports that a wage arbitration involving Divisions 806 and 839, Zanesville, and Newark, Ohio, was pending the selection of a third arbitrator, with the hope that settlement would be reached without even completing the arbitration board.

Eleventh Int. Vice-President M. J. Murray who was detailed to assist the Rainier Valley Branch of Division No. 587, Seattle, Wash., upon agreement work, reported that under date of January 6, the subject of wage was pending arbitration.

Thirteenth Int. Vice-President John M. Parker assisted Division No. 624, Buffalo, N. Y. in an adjustment of a dispute relative to the dismissal of a member. At Amsterdam, N. Y. he assisted Division No. 923 upon audit of the books of the treasurer. He reports the treasurer of the Local to have been short \$491.00 in his accounts. The treasurer, Lockrow, was found to have left Amsterdam and a warrant was sworn out for his arrest, as per report of January 8.

General Executive Board Member Edw. McMorrow was dispatched to Atlanta, Ga. to assist Division No. 732, upon agreement work. Per his report of January 12, all working conditions to be contained in the agreement had been agreed upon between the Local and the employing property. Conferences failed in agreement upon the wage rates to prevail for another year, and this subject was submitted for arbitration and was pending the construction of an arbitration board. Board Member McMorrow also attended meetings of Divisions 241, 308 and 900, Chicago, associating in attendance at these meetings with International President Mahon.

G. E. B. Member Magnus Sinclair, who was detailed to assist Division No. 847, St. Joseph, Mo. upon wage agreement work, reports that after several conferences with the management of the company, it was concluded that the present rates should continue for a time, without change.

G. E. B. Member P. J. Shea reports a continuance of the strike involving the members of Division 544, Williamstown, Pa. The members of this Local are supplying transportation means for the public by bus system. At Washington, D. C. he assisted Division 689 in the adjustment of a schedule dispute. A proposed adjustment had been received from the management of the employing property which, it was expected, would be concurred in when acted upon by the employees involved. This action of the employees was pending January 12.

G. E. B. Member John H. Reardon who was engaged upon wage agreement work in

interest of Division 618, Providence, I., reports the consummation of an agreement, which has brought to the members 5 cents per hour increase in wages, and established wage rates of 56 cents per hour for the first 3 months service men, 59 cents per hour to those of the next 9 months of service, and 61 cents per hour thereafter, both time and one-half for overtime. On the expiration of one-man cars 5 cents per hour is added to these rates. He attended a meeting of Division No. 589, Boston, Mass., and talked the officers for the ensuing year. He attended a meeting of Division 280, Lowell, where officers of that Local were talked. He assisted Division No. 717, Manchester, N. H. upon the subject of a dispute relative to the dismissal of a member by the employing management. Being unable to settle this dispute, the matter was submitted for arbitration. Per his report January 12, he was advising with Divisions 425 and 692, Hartford, Conn., upon extension of the membership of Division 2 to include electrical workers.

G. E. B. Member Wm. F. Welch, was selected to assist Division No. 813, Fairmont, Va. upon a dispute relative to an unassisted run. A satisfactory settlement was obtained and Board Member Welch assisted the Local in audit work.

G. E. B. Member James B. Lawson visited Division No. 943, Jackson, Miss., to assist the Local in its affairs and was later called to assist Division No. 577, Augusta, upon agreement work. All matters of agreement were agreed upon, except the wage rates, which were submitted for arbitration. He then visited Charleston, S. C. where Division No. 610 was involved in a wage dispute with the employing company. This subject was submitted for arbitration on January 12, the wage disputes of Augusta and Charleston Locals were pending the creation of arbitration boards.

G. E. B. Member Alex McGuire assisted Division No. 228, Joliet, Ill. upon wage agreement work. The Local rejected a proposed increase of 4 cents per hour, and a wage was submitted for arbitration. In Ottawa he assisted the Local upon wage agreement work, the result of which was pending January 12. Also the wage dispute Joliet, submitted for arbitration was at that date pending the creation of an arbitration board.

STRIKES AND LOCKOUTS

Buffalo, N. Y.—An expression of exasperation on the part of the management of the Buffalo street railway system has shown itself in the way of the arrest of President John M. Parker, Business Agent Clarence Croly, and some one-half dozen associate members of Division 623, upon an indictment in the federal court charging violation of section 1 of the Sherman Anti-Trust Law. The Brothers Parker and Conroy are indicted. Brothers Martin McDonough, W. H.

Smith and Wm. L. Blandell. Their cases were designated to be opened for trial January 15, before Federal Judge Geo. S. Morris. If an expression reported as having been made by Lawyer Wm. J. Donovan, U. S. Attorney for Western New York is correct, the management of the company found a very willing associate in him in indulging in these prosecutions. Donovan was the candidate for Lieut. Governor who was defeated by the present Lieut. Gov. Lund of Schenectady. It is reported that Donovan, while pushing cases against the Buffalo striking street carmen, made the remark to one of the officials of the Local to the effect that said official had been very active in defeating Donovan for Lieutenant Governor. The remark, if made, of course carries with it an expression of malice. The Sherman Anti-Trust Law is a convenience in labor disputes. That is why it was enacted. Fortunately, the members of the Buffalo Local are not guilty of any violation of law in the conduct of their protest of the union smashing program of the Mitten Management. The word of the Company is that the property is yet losing money, which indicates that the protest of the employees is very much alive.

Schenectady, N. Y.—Div. No. 576 has determined to continue the struggle against the Schenectady street railway in its endeavor to re-establish collective agreement relations. Cars are operated by strike-breakers, but with very little patronage.

Lima, Ohio.—Division No. 759 continues its contest against the lockout directed to deprive the employees of the right of organization. The Company is feeling the effects and how long the stockholders will permit the contest to depreciate the value of the property, remains a question.

Williamstown, Pa.—Division No. 454, the members of which went on strike December 19, to compel arbitration as a method of settling labor disputes, continues the endeavor without discouraging features. The State Utilities Commission has permitted the operation of a bus system that is caring for the passenger traffic. This bus system is being operated by the members of the Local who are on strike. The situation is under the immediate advisement of G. E. B. Member P. J. Shea.

Kewanee, Ill.—The G. & K. Electric Railway has voluntarily suspended operation of its lines, which has resulted in the elimination from employment of the members of Division 484. The suspension resulted through no controversy with the Local, but on the assumption that operation of the property is not a paying proposition. There is nothing definite as to when resumption of service will take place.

St. John, N. B.—Division No. 663, the members of which have been refused employment with the right of organization since June 21, 1921 reports that the prop-

erty is in bad financial condition, and there is a strong presumption that the city will take over the electric railway lines and that the property will be operated under the direction and by the Hydro-Electric Power Company.

NEW LAW ON CONVENTION REPRESENTATION

Detroit, Mich., Jan. 3, 1924.

To the Local Divisions of the Amalgamated Association of Street and Electric Railway Employes of America.

Brothers:—I take this means of calling the attention of all Local Divisions to the laws adopted at the Oakland Convention requiring all Divisions having One Hundred members or more to be represented at the Biennial Conventions of the Association. This law reads as follows:

Sec. 15. The policies, laws and plans for the direction of this Association shall be adopted and put into force from time to time by the direction of the regular Conventions of this Association, and it shall be the duty of each and every Local Division of this Association having one hundred (100) or more members to be represented at these Conventions by one or more delegates. No Local Division shall be excused from being represented except from distressed condition, owing to lockouts, strikes, or causes of that kind. In such cases, the Local Division affected shall apply to the General Executive Board at the General Executive Board Meeting prior to the Convention and be excused by the Board. Otherwise, all Divisions as above provided shall be represented as these laws provide.

You will see that this law requires that Local Divisions having over one hundred (100) members shall be represented at the Conventions without they are in a depressed condition and excused by the General Executive Board. Now that excuse is only to be given in case the Divisions have met with misfortune or bad luck and are in no condition to send delegates. Therefore, it is necessary for all Divisions having one hundred (100) or more members to at once begin the creation of a Convention Fund so that when the time comes they will be financially prepared to send their delegates to the Convention as the Laws of the Association require.

You will understand that all of our laws are made by delegates that are sent to represent their Local Division at these Conventions and it is important that the sentiment of every Division should be expressed upon any law that is changed or made for the benefit of the membership of this Organization.

Now I would advise Local Divisions that have not already begun the creation of a Convention Fund that they begin to make plans to create this fund. A number of the Divisions now have such a fund. They raise the money for this fund in different ways giving picnics, balls, entertainments, raffles and have many different ways of creating a special fund. Some set aside a certain per cent each month from the regular dues into a fund of this kind. By a little work upon the part of the membership, a fund of this kind can be easily created and the Division can always be ready to send its delegates and take its proper part in the

work of the Organization, and I, therefore, request you give this matter careful consideration and either adopt at once a program to create this fund or appoint a committee who shall carefully consider the various means of creating the fund and then recommend the same to the Division for its adoption.

Trusting you will take this matter up and the laws of the Association require it remain.

Faternally yours,

W. D. MAHON,
International President

AMERICA'S TAX BILL

U. S. Government.....	\$ 4,000,000.00
State and local governments.....	3,750,000.00
Total.....	\$ 7,750,000.00
Tariff (in high prices).....	3,500,000.00

Grand total.....	\$11,250,000.00
Mellon tax reduction proposal.....	\$ 321,000.00

Remaining taxes.....	\$10,929,000.00
The beneficiaries of the Mellon plan are Surtax payers (525,000).....	\$200,000.00
All income taxpayers (8,662,000).....	121,000.00

The following will show how tax reduction under the Mellon plan is to be distributed among individual taxpayers:

Income of \$5,000,000.....	\$1,500,000.00
Income of \$1,000,000.....	251,784.00
Income of \$500,000.....	116,784.00
Income of \$250,000.....	49,284.00
Income of \$100,000.....	10,284.00
Income of \$50,000.....	1,944.00
Income of \$25,000.....	1,107.00
Income of \$20,000.....	747.00
Income of \$15,000.....	469.00
Income of \$10,000.....	222.00
Income of \$5,000.....	29.00
Income of \$4,000.....	12.00

Or to follow the method of presentation used by a well-known cartoonist, and to call his caption

WHO GETS THE MELLON?

A person with \$1,000,000 income save under the Mellon plan \$251,784.00

Fifty heads of families, each having an income of \$20,000—total \$1,000,000—save under the Mellon plan \$35,350.

One hundred heads of families, each having an income of \$10,000—total \$1,000,000—save under the Mellon plan \$22,200.

Two hundred heads of families, each having an income of \$5,000—total \$1,000,000—save under the Mellon plan \$5,950.

Four hundred heads of families, each having an income of \$2,500—total \$1,000,000—save under the Mellon plan, nothing.

The propagandists of the Mellon tax continually refer to percentages of reduction taxpayers will receive. It is not a question of percentages, but a question of dollars and cents.—Compilation issued by Richard Linthicum.

ARE YOUR LIFE INSURANCE PREMIUMS USED TO FIGHT ORGANIZED RAILROAD WORKERS?

By M. W. Martin in Blacksmiths Journal

The Pennsylvania Railroad Company, through its well managed publicity department, has scattered broadcast to the public its November 21, 1923, printed folder, called the "Pennsylvania Standard," copy of which has reached the desk of the Editor of the Journal.

The paper, which attempts to present numerous "illuminating" facts pertaining to the Pennsy and other railroads—"FOR THE INFORMATION OF THE PUBLIC AND EMPLOYEES," is "PUBLISHED BY THE STANDARD RAILROAD OF THE WORLD." But the Pennsy—Standard folder—speaker for the standard railroad of the world—that takes money from the public and hands it to strike breakers over \$1,000 at a time—in prizes, for essays about "The Benefits of Employee Ownership of Stock and Securities of the Pennsylvania Railroad, etc."—also carries a very significant statement that should be observed and studied by every organized wage earner in America, Canada, Panama Canal Zone and other U.S. possessions. It concerns the present and future of honest, honorable workers, who will understand better as they read on what it all means.

Here is an exact copy of the statement broadcasted by the Pennsy, and it proves very positively the cunningness of the publicity department in attempting to pull a stunt on life insurance employe policy holders—all managed for a well understood purpose. Read it. Following is the reprint:

How Much of Your Life Insurance is Backed Up By the Railroads?

More than \$1,323,672,000 of the stocks and bonds of American railroads are held by the five largest American life insurance companies. These securities make up between 25 and 35 per cent of the total assets behind the insurance policies of these companies. The companies have 54,782,365 policies in effect.

In other words, between 25 and 35 per cent of the value of every policy written by these companies is represented by the value of railroad securities.

These facts are shown in recent statements of the insurance companies mentioned, showing the number of policies in effect with each company, its investment in railroad securities, and the proportion of that investment to its total assets.

Here is the list:

	Amount Invested in Railway Securities	Pctge. of total Assets
The Prudential Insurance Co. of America (Dec. 31, 1922)....	\$ 224,703,015	26
The Equitable Life Assurance Society (Sept. 1, 1923)....	215,309,789	31
The Mutual Life Insurance Co. of New York (Dec. 31,		

1922).....	296,569,829	43
New York Life Insurance Co. (Aug. 31, 1923).....	315,816,313	31.7
Metropolitan Life Ins. Co. (Dec. 31, 1922).....	271,273,530	21.5
Total.....	\$1,323,672,476	

It almost takes one's breath away as he reads the above statement. To think that out of a possible total of several hundred life insurance companies, here you have the smaller number of five—"leading companies."—that have more than ONE BILLION, THREE HUNDRED AND TWENTY-THREE MILLION, SIX HUNDRED AND SEVENTY-TWO THOUSAND DOLLARS (now look at the figures \$1,323,672,000.00) premium money, paid by policy holders, invested in stocks and bonds of American Railroads.

Of course, one must admit that the major part of this One Billion, Five Hundred Million Dollars, life insurance premium money, is paid by the excessive rich and others not quite so rich. On the other hand it cannot be denied that the amount paid by wage earners, skilled mechanics, semi-skilled and unskilled, even by the poor humble common daylaborer, in the past ten or twenty years, to some of these life insurance companies, including weekly premiums taken from their hard earned wages, perhaps runs high into the millions. The workers are told that their money is being invested at a profit—that when death occurs the insurance will avoid a burial in potter's field. Insurance protects the home against loss and the amount of protection one carries largely depends upon his income.

When wages are increased, which comes through effort by Organized Labor, the bona fide organizations, insurance protection in the home is increased. Instead of the support of the home being a weekly premium policy holder, he now becomes an ordinary risk, which means that the insured pays premiums on a \$1,000 policy or more. So instead of this Billion Dollar Railroad Corporation asking the question "How Much of Your Life Insurance is Backed Up By the Railroads?" let the question be put in the proper and honest way, which is—"How Much of Your Life Insurance Premiums is Backing Up the Railroads?" That is the question that should interest and challenge even the most stupid person; How Much of Your Money is Backing up the Railroads?

Rub your eyes, clear away the wool and in amazement, see how much of your earnings, your wages that you pay over to life insurance companies for protection, is actually used by these companies to invest in railroads, to support these powerful corporations, whose officials in turn take this money and use it in various ways, principally to hold down wages and change working conditions, even going so far as to hire strike-breakers to be paid with some of your own money; who knows? Honest labor fighting for industrial freedom, these corporations fighting to continue industrial servitude.

If the Railroads are being managed suc-

cessfully, as they claim—and this is the proper time to ask the question) why is it then that railroad Corporations never get out of debt? Has any one ever heard of a railroad corporation (this does not include the little jerk-water roads) paying itself completely out of debt? It is a waste of time to try to convince one that the Railroads are backing up life insurance companies.

Let us suggest that ORGANIZED LABOR HAVE ITS OWN LIFE INSURANCE, one Association or Society, under control, management and supervision of Labor, with agents in every state, where workers might invest their weekly and yearly premiums in Labor's Insurance, with the American Federation of Labor endorsing it.

Let the reserve of insurance premiums be invested in homes for workers, and in co-operative affairs, profitable industries and in labor banks, then rents will come down, homes will be cheaper and other costs of living will drop.

NOW is the time for Labor to give careful and serious thought to this progressive feature of the Labor Movement, and when it is done, instead of a Billion Dollar Railroad Corporation broadcasting statements that the Railroads are supporting the worker policy holders, they will come out in honest propaganda, reverse the statement, and ask labor to put some money in their ventures. There will be no \$100,000 a year job for presidents; no \$75,000 and numerous \$50,000 jobs for lesser lights—called vice-presidents and managers of Personnel and Public Relations Department, and the like. All of that high priced, non-producing timber would be cleared away, saving that amount yearly for the policy holders.

WATCH THESE MATERIALS

The United States Gypsum Company, The Cardiff Gypsum Company, The Waseon Gypsum Company, The American Gypsum Company and The Universal Gypsum Company who manufacture Universal Hair Fibered Plaster, Plymouth Cement Plaster Fibered, Plymouth Cement Plaster unfibered, Plymouth Wood Fiber Plaster, Plymouth Stucco, Plymouth Molding Plaster, Plymouth Wood Fiber No. 20, Acolite Wood Fiber Plaster, Reground Stucco, Acolite Cement Plaster, Iowa Cement Plaster fibered, Plymouth Cement Plaster Double Fibered, are unfair to Organized Labor.

All these companies operate Gypsum Mines and Mills in the vicinity of Fort Dodge, Iowa, and started an Open Shop fight against Local Unions of the International Union of Mine, Mill and Smelter Workers on July 1st, 1921. At this time the Universal Gypsum Co. and other companies refused to work Union Men and are running Non-union Mills. We ask your co-operation in advertising the fact that these Corporations are unfair to the International Union of Mine, Mill and Smelter Workers and the strike of the Gypsum Mine, Mill and Smelter Workers is endorsed by the Fort Dodge Trades and Labor Assembly, Fort Dodge, Iowa.

In Canada there are frequent outbursts for the establishing of organization for Canadian workers on the shop committee plan, and where the workers are affiliated with the American Federation of Labor a step in the direction of the shop committee plan is advocated in the shape of organization exclusive of affiliation with the American Federation of Labor. The labor movement in Canada has made great strides as a part of the American Federation of Labor. Thus, a disintegrating move would be to encourage independent Canadian unionism. The Canadian workers, however, are to no very great measure deceived by such a union destroying policy. They realize that the employing capitalism in Canada is not exclusively Canadian. From the Canadian Bureau of Labor Statistics is gleaned the fact that in the coal fields of British Columbia, United States holdings represent Seventeen Million Dollars, Great Britain holdings Thirteen Million Dollars, and Canadian holdings Eight Million Dollars, of a total of Thirty-eight Million Dollars capitalization engaged in the coal fields of British Columbia. There seems to be very little championing of exclusive Canadian capitalization there. Their institutions of production show a like mutuality of interest of various nations, and particularly the United States and Great Britain, and the Canadian wage workers cannot understand why this same mutual interest in organization should not extend to the wage workers themselves. Therefore, there is little danger of the dissolution of the American Federation of Labor within the Dominion of Canada where it is proportionately even better organized than in the United States.

Tabulation of the general vote of the membership of the International Brotherhood of Paper Makers, taken to elect International Officers, has been made and shows that M. H. Parker was elected International President by a majority of 60 votes. Two thousand six hundred and forty-five votes were cast. Other officers elected were: Second Int. Vice-President A. F. McLeod; third Int. vice-president, R. E. Evans; fourth Int. vice-president, Geo J. Schneider; sixth vice-president, Arthur Huggins; secretary, M. J. Burns; treasurer, Archie Hook; auditor, Mae Huggins; A. F. of L. delegates, M. H. Parker and F. P. Berry. Brother F. P. Berry was elected first vice-president. In the race for fifth vice-president, no candidate received a majority and it is likely that another ballot will be taken upon this position. The paper makers elect their International Officers by referendum vote: The ballots were cast from October 1 to October 15.

Labor has been installed in supreme command of the British Empire. James Ramsay MacDonald, long Labor's representative in Parliament, is Premier and Foreign Secretary. The Tories have retreated. Of the change a class megaphone in the United States, says: "The shock would be much greater were it not for the fact that the

Labor Government is going to be far short of the possession of anything resembling a free hand." It is fortunate that the representation of interests in other nations can observe such condolence, from the fact that the trade union movement has ascended to the direction of a great nation that has long since taken its place as of the leading nations of the world in democracy. It is not the most cherished period within the history of the British Empire, that Labor could have so ascended to the direction of the affairs of the nation. It is a time of depression within the British Empire that puts to the extreme test any executive authority. It is a time of turbulent unemployment. But the British Government is far from going on the rocks and time will show, with Labor taking the reins, that the British Empire will pass through a constructive period even though such may be deplored by the class represented by papers of the type, that in its expression of regret, discovers the condolence above quoted.

TABLOID OF INTERNATIONAL LABOR NEWS U. S. Department of Labor

GERMANY: Change in Unemployment Support.—According to a recent order, the Employment Bureau of the City of Dresden will make unemployment doles dependent upon the accomplishment, by the unemployed, of such work as the city may assign to them. Each person receiving unemployment pay must work twenty hours weekly, regardless of the amount of money received.

GREAT BRITAIN: Unemployment.—On December 10, 1923, the wholly unemployed, on the live registers, totalled approximately 1,180,200, a decrease of 14,520 under the preceding week. On the same date the number working short time and drawing benefits for intervals of unemployment was 58,600, as compared with 61,254 on December 3.

ITALY: Financing Italian Emigrants.—Branches of the Bank of Sicily may be opened in the United States, in keeping with a recent legislative decree which authorizes the Savings Department of that Bank to make investments for the purpose of endowing its own offices abroad or to care for the economic interests of Italian emigrants, especially in localities where there are large colonies of Sicilians.

SCOTLAND: Shipping Dispute Settled.—After a conference lasting five days, between the Shipbuilding Employers' Federation and representatives of the Boiler-makers' Society, a basis of settlement has been reached in the shipyard dispute, which, for seven months, has had an unfavorable effect upon the shipbuilding industry of Scotland. In all, 60,000 workers were affected by the dispute.

NOTHING TO GET EXCITED ABOUT

Patient (under X-ray examination)—"Say, Doc, no wonder I always had pain in my head; look at this dark spot on the negative; looks like a pea."
Doc—"That's nothing alarming. It's only your brain."—Science and Invention.

Disbursements from the Death, Disability and Old Age Benefit Fund during the month of November, 1923, were made to beneficiaries on claims as follows:

Death Benefits

Mrs. Nellie M. Bailey, beneficiary, death claim of Raymond Bailey, (Robert), deceased, late member of Div. No. 623, Buffalo, N. Y.; cause, Fractured skull from being struck by an automobile.....	\$800.00
Walter F. Norton, financial secretary of Div. No. 282, for administrator of estate of deceased, for beneficiaries, death claim of Cornelius Guiney, deceased, late member of Division No. 282, Rochester, N. Y.; cause, Accident—being crushed by railroad cars when automobile he was operating was struck by car.....	800.00
Joseph Gorczyca, beneficiary, death claim of Frank Wolan, deceased, late member of Division No. 26, Detroit, Mich.; cause, Pulmonary Tuberculosis.....	250.00
Mrs. Stella Mathews, beneficiary, death claim of Claude Mathews, deceased, late member of Div. No. 26, Detroit, Mich.; cause, Septic Myocarditis.....	250.00
Mrs. Isabel Justin, beneficiary, death claim of Joseph A. Justin, deceased, late member of Div. No. 26, Detroit, Mich.; cause, Carcinomatous abdominal, Pulmonary and Acute Dilatation of Heart.....	800.00
Oscar Bass, beneficiary, death claim of Z. O. Bass, deceased, late member of Div. No. 725, Birmingham, Ala.; cause, Influenza and Pneumonia.....	100.00
Wm. S. McClenathan, secretary-treasurer of Div. No. 308, for beneficiaries, death claim of James P. Wilson, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Organic Heart Disease.....	700.00
Mrs. Sophia Thomsen, beneficiary, death claim of C. H. Thomsen, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Cerebral Hemorrhage.....	800.00
Mrs. Matilda T. Coyle, beneficiary, death claim of Thomas E. Coyle Sr., deceased, late member of Div. No. 811, Norristown, Pa.; cause, Cancer of face and neck.....	250.00
Elizabeth H. Chambers, beneficiary, death claim of William Chambers, deceased, late member of Div. No. 811, Norristown, Pa.; cause, Valvular Disease of Heart.....	100.00
Mrs. Ellen Ross, beneficiary, death claim of James Ross, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Arterio Sclerosis and Chronic Myocarditis.....	800.00
Mrs. Mary M. Black, beneficiary, death claim of George W. Black, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Lobar Pneumonia and Senility.....	800.00
Mrs. Cecelia Kelly Smyth, beneficiary, death claim of John J. Nelson, (Thomas A. Smyth), deceased, late member of Div. No. 241, Chicago, Ill.; cause, Septic Thrombo Phlebitis of Face.....	800.00
Mrs. Nellie Booth, beneficiary, death claim of Richard Booth, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Acute Myocarditis and Interstitial Nephritis.....	800.00
Mrs. Unice Keen, beneficiary, death claim of F. L. Keen, deceased, late member of Div. No. 725, Birmingham, Ala.; cause, Pneumonia and Cerebro-Spinal luetic infection..	700.00
Laura E. Baker, beneficiary, death claim of Walter Baker, deceased, late member of Div. No. 243, Taunton, Mass.; cause, Interstitial Nephritis and Uraemia.....	800.00
Mrs. Rose Olive McCormick, beneficiary, death claim of John J. McCormick, deceased, late member of Div. No. 26, Detroit, Mich.; cause, Broncho-Pneumonia.	800.00
Sarah J. Fenn, beneficiary, death claim of Otto Fenn, deceased, late member of Div. No. 821, Jersey City, N. J.; cause, Cerebral Hemorrhage (Apoplexy).....	100.00
Wm. S. McClenathan, secretary-treasurer of Div. No. 308, for Guardian of minor beneficiary, balance due on death claim of Anna L. Blackmer, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Myocarditis and Chronic Myocarditis.....	43.00
Harry Carter, financial secretary of Div. No. 628, for executor of will for payment of funeral and other expenses, death claim of Eugene Stephens, deceased, late member of	

Div. No. 628, Covington, Ky.; cause, Pulmonary Tuberculosis.....	800.00	member of Div. No. 587, Seattle, Wash.; cause, Homicide—Gun-shot wound of chest.....	250.00
J. E. Barrick, financial secretary and treasurer of Div. No. 757, to apply on funeral expenses, death claim of William C. Beal, deceased, late member of Div. No. 757, Portland, Oregon; cause, Accidental Drowning while swimming.....	\$500.00	Mrs. Lottie McAllister, beneficiary, death claim of James Israel McAllister, deceased, late member of Div. No. 587, Seattle, Wash.; cause, Cerebral Hemorrhage.....	100.00
Pennsylvania Trust Co. of Pittsburgh, administrators of estate of deceased for beneficiaries, death claim of E. H. Schuchman, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, Injuries received in automobile accident—accidental.....	400.00	Mrs. Ellen Schofield, beneficiary, death claim of Joseph Schofield, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Organic Heart Disease.....	200.00
Hattie Brisley, beneficiary, death claim of Philip Garrison, deceased, late member of Div. No. 90, Mt. Clemens, Mich.; cause, Acute Nephritis.....	800.00	Mrs. Delima Fargue, beneficiary, death claim of Moise Fargue, deceased, late member of Div. No. 790, Montreal, Quebec; cause, Angine of Chest.....	250.00
Ruth N. Moss, beneficiary, death claim of Edmond E. Moss, deceased, late member of Div. No. 90, Mt. Clemens, Mich.; cause, Rear-end collision of street cars—throat cut by falling through window.....	600.00	Inez Newlove, beneficiary, death claim of Robert J. Newlove, deceased, late member of Div. No. 568, Erie, Pa.; cause, Pulmonary Tuberculosis.....	500.00
Sarah Heit, beneficiary, death claim of Gustave Heit, deceased, late member of Div. No. 857, Green Bay, Wis.; cause, Apoplexy.....	350.00	John Kielty and Bernard Kielty, beneficiaries, death claim of James Kielty, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Shock and injuries sustained from being crushed between street cars—accident.....	250.00
Laura Morrell, beneficiary, death claim of Walter S. Griggs, deceased, late member of Div. No. 280, Lowell, Mass.; cause, Valvular Heart Disease.....	800.00	Mrs. Ada O'Connell, beneficiary, death claim of Joseph O'Connell, deceased, late member of Div. No. 757, Portland, Oregon; cause, Lobar Pneumonia.....	250.00
Mrs. Kate Morris, beneficiary, death claim of Div. No. 168, Scranton, Pa.; cause, Pernicious Anaemia.....	800.00	Mrs. Gertrude Friese, beneficiary, death claim of George H. Friese, deceased, late member of Div. No. 757, Portland, Oregon; cause, Cerebral Hemorrhage.....	600.00
Bridget Corcoran, beneficiary, death claim of John Corcoran, deceased, late member of Div. No. 281, New Haven, Conn.; cause, Carcinoma of Liver.....	800.00	Ruth H. Peabody, beneficiary, death claim of John A. Peabody, deceased, late member of Div. No. 261, Lawrence, Mass.; cause, Valvular Heart Disease.....	800.00
Jessie McCutcheon, beneficiary, death claim of J. P. McCutcheon, deceased, late member of Div. No. 582, Utica, N. Y.; cause, Carcinoma of right tonsil.....	150.00	Mrs. Clara A. Carlson, beneficiary, death claim of Gustaf Carlson, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Cancer of the Neck.....	800.00
William Taber, financial secretary and treasurer of Div. No. 241, for funeral, tombstone, doctor and other expenses, death claim of James J. Henneberry, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Arterio Sclerosis.....	800.00	Mrs. Charles Gehm, beneficiary, death claim of Charles Gehm, deceased, late member of Div. No. 737, Syracuse, N. Y.; cause, Interstitial Nephritis.....	800.00
Mary Richardson, beneficiary, death claim of Henry Richardson, deceased, late member of Div. No. 967, Staten Island, N. Y.; cause, Endocarditis and Acute Cholecystitis.....	600.00	Mrs. Mary E. Kinne, beneficiary, death claim of J. T. Kinne, deceased, late member of Div. No. 98, Akron, Ohio; cause, Myocarditis and Arterio Sclerosis.....	800.00
Margaret Norton, beneficiary, death claim of Math. McKenna, deceased, late member of Div. No. 820, West Hoboken, N. J.; cause, Toxemia due to Pulmonary Tuberculosis.....	150.00	Wm. S. McClenathan, secretary-treasurer of Div. No. 308, for beneficiary, death claim of C. H. Johnson, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Shock and internal hemorrhage due to bullet wound through heart and chest cavity, accidental.....	800.00
Rose E. Russell, beneficiary, death claim of John F. Russell, deceased, late member of Div. No. 589, Boston, Mass.; cause, Cerebral Hemorrhage.....	700.00	Wm. S. McClenathan, secretary-treasurer of Div. No. 308, for beneficiaries, death claim of Lizzie J. Creighton, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Coronary Sclerosis.....	800.00
Frederick E. Walsh, executor of will of deceased, for beneficiaries, death claim of Byron Hoover, deceased, late member of Div. No. 107, Hamilton, Ont.; cause, Pulmonary Tuberculosis.....	800.00	Mrs. Mary Fickenworth, beneficiary, death claim of E. Fickenworth, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Cerebral Apoplexy.....	800.00
Mrs. Eliza Kramer, beneficiary, death claim of Harry Kramer, deceased, late member of Div. No. 589, Boston, Mass.; cause, Cerebral Hemorrhage.....	\$800.00	Alice L. Stoudt, beneficiary, death claim of Frank Stoudt, deceased, late member of Div. No. 956, Allentown, Pa.; cause, Diabetes, Carbuncle and Septicemia.....	\$150.00
Mrs. Mary A. McCarthy, beneficiary, death claim of James J. McCarthy, deceased, late member of Div. No. 589, Boston, Mass.; cause, Apoplexy.....	800.00	Mrs. May W. B. McGregor, beneficiary, death claim of Wm. B. McGregor, deceased, late member of Div. No. 194, New Orleans, La.; cause, Cirrhosis of Liver.....	800.00
Catherine McDonagh, beneficiary, death claim of Peter McDonagh, deceased, late member of Div. No. 22, Worcester, Mass.; cause, Cancer of Jaw.....	100.00	Mrs. Annie Skelly, beneficiary, death claim of Thomas F. Skelly, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Lobar Pneumonia.....	800.00
Mrs. Dora S. Lind, beneficiary, death claim of Peter H. Lind, deceased, late member of Div. No. 312, Davenport, Iowa; cause, Suicide—Gun-shot wound through head.....	800.00	Mrs. Margaret McDonald, beneficiary, death claim of Peter McDonald, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Myocarditis and Nephritis.....	800.00
Mrs. Kate Brake, beneficiary, death claim of Ernest Brake, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Endo-Myocarditis.....	800.00	Mrs. John W. Williamson, beneficiary, death claim of John W. Williamson, deceased, late member of Div. No. 113, Toronto, Ont.; cause, Chronic Myocarditis.....	800.00
Mrs. Virginia Linley, beneficiary, death claim of Carl Linley, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Pulmonary Tuberculosis.....	250.00	W. D. Robbins, financial secretary of Div. No. 113, for payment of funeral expenses, death claim of Edward Carter, deceased, late member of Div. No. 113, Toronto, Ont.; cause, Perforated duodenal ulcer and Broncho-Pneumonia.....	150.00
Mrs. Minnie Senne, beneficiary, death claim of Henry Senne, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Chronic Endocarditis and Myocarditis.....	800.00	W. D. Robbins, financial secretary of Div. No. 113, for beneficiary, death claim of Hugh McPhee, deceased, late member of Div. No. 113, Toronto, Ont.; cause, Chronic Bronchitis and Asthma, also Broncho-Pneumonia.....	800.00
Mrs. Ida L. LaMoure, beneficiary, death claim of Judson LaMoure, deceased, late		Mrs. Gioranna Struppa, beneficiary, death claim of Frank Struppa, deceased, late	

member of Div. No. 308, Chicago, Ill.; cause, Post-operative Peritonitis.....	700.00
Wm. S. McClenathan, secretary-treasurer of Div. No. 308, for beneficiary, death claim of Henry Brougham, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Arterio Sclerosis.....	800.00
Disability Benefits	
John McColgan, member of Div. No. 819, Newark, N. J.; cause, Car collision causing spinal injury with hemorrhage into and about the cord.....	150.00
George Minglin, member of Div. No. 654, Hubbard, Ohio; cause, Accident—struck by car going in opposite direction on double track throwing him from freight car, trail car ran over left leg and right foot, causing amputation of left leg between knee and ankle and little toe of right foot necessary.....	800.00
Ulysses S. Turner, member of Div. No. 241, Chicago, Ill.; cause, Accident—struck by automobile truck when trolley came off of street car and he was in act of adjusting it, causing fracture at base of brain.....	800.00
August Pach, member of Div. No. 26, Detroit, Mich.; cause, Falling backward from top of street car and landing on head, causing injuries to spine and muscles of back.....	800.00
Henry Fitzgerald, member of Div. No. 134, New Westminster, B. C.; cause, Working on repair track under car when the shunter moved cars on track, causing bodily injuries.....	800.00
Joseph McCrane, member of Div. No. 822, Paterson, N. J.; cause, Amputation of left lower extremity above knee for a malignant tumor of leg from injuries received on street car.....	150.00
Old Age Benefits	
William Anderson, member of Div. No. 241, Chicago, Ill.....	\$800.00
James Clark, member of Div. No. 245, Jackson, Mich.....	800.00
Charles Ross, member of Div. No. 308, Chicago, Ill.....	800.00
Lorenzo Babin, member of Div. No. 194, New Orleans, La.....	800.00
W. C. Adams, member of Div. No. 308, Chicago, Ill.....	800.00
Thomas Versailles, member of Div. No. 241, Chicago, Ill.....	800.00
John C. Christensen, member of Div. No. 241, Chicago, Ill.....	800.00
Thomas Watson Fraser, member of Div. No. 109, Victoria, B. C.....	800.00
John Rasmussen, member of Div. No. 308, Chicago, Ill.....	800.00
Total.....	\$48,393.00

IN MEMORIAM

By Div. No. 887, Newark, N. Y.

Whereas, Almighty God, in His infinite wisdom, has seen fit to remove from our midst, our beloved brother, Charles P. Ford, in whose death we have lost a faithful companion, his family a loving husband and father, and while we know that words cannot alleviate the grief of his loved ones, we feel it will be a consolation to know that faithful friends and brothers extend their deepest sympathy; therefore, be it

Resolved, That Division No. 887, A. A. of S. and E. R. E. of A., in regular meeting assembled, extend to the bereaved family, most heartfelt sympathy in their hour of bereavement; further

Resolved, That the charter of this Division Association be draped for a period of thirty days as a token of respect for our departed brother; that a copy of this resolution be sent to the bereaved family, also that it be spread on the Minutes of this meeting and published in the MOTORMAN AND CONDUCTOR.

Attest: GEO. R. FELLER,
JOHN BARNMAKER, JOHN BARNMAKER,
Rec. Secretary. Committee on Resolutions.
January 3.

By Div. No. 508, Halifax, N. S.

Whereas, Almighty God in His infinite wisdom has seen fit to remove from our midst, our esteemed and beloved brother, Duncan MacDougall, in whose death we have lost a true and loyal member; and while we know that words cannot alleviate the grief of the bereaved family, yet we feel it will be a consolation for them to know that faithful friends and

brothers offer their deepest sympathy in this, their hour of affliction; therefore, be it

Resolved, That we, the members of local division No. 508, Amalgamated Association of Street and Electric Railway Employees of America, extend our heartfelt sympathy and consolation to the bereaved family of our late brother; and, be it further

Resolved, That the charter of this Division Association be draped in mourning for a period of thirty days as a token of our respect for the deceased brother; that copies of these resolutions be transmitted to the bereaved family and a copy be published in the MOTORMAN AND CONDUCTOR.

H. HENDERSON,
R. LAUDER,
M. MACRAE,

December 29, 1923. Committee.

By Division No. 724, Augusta, Me.

Whereas, The hand of Divine Providence, whose ways were ever mysterious to us, has removed from this home Brother Rufus F. Pierce to the other room in the mansion of our common Father;

Resolved, That while his loss brings sorrow to our hearts, it is tempered with the knowledge of the good deeds of his life and the faith and confidence that infinite justice and mercy has for him but broken the chains of earth to set him free in a land of everlasting joy.

Resolved, That the memory of his life shall remain a precious gift to us, reminding us of the pleasures and duties of comradeship and the true spirit of fraternalism, as also the swift approach of that hour when we shall pass on to join, and where parting is unknown and the dark storms of earth are exchanged for the bright and glowing skies, and the sweet and fragrant air of an eternal morning.

Resolved, That we tender the family of our deceased brother our deepest sympathy in this hour of their bereavement, and bespeak for them the consolations of the Divine Spirit, where tender ministrations is the choicest balm for the sorrows of this life.

Resolved, That as a token of our respect for our late brother, we drape our charter for a period thirty days, that a copy of these resolutions be spread upon our records, that a copy be sent to the bereaved family, and the official organ of our association.

SAMUEL E. CHASE,
FRED W. HEFFERNAN,
EVERETT W. SOULE,

December 17. Committee on Resolutions.

By Div. No. 568, Erie, Pa.

Whereas, Our Heavenly Father has seen fit to remove from our midst, our beloved brother, Robert J. Newlove, who, after his long illness and suffering, was called to the Almighty God, and in whose death we have lost a loyal member, and his wife a true and loving husband; therefore, be it

Resolved, That we, the members of Division 568, A. A. of S. & E. R. E. of A. in regular meeting assembled, extend to the bereaved widow, our heartfelt sympathy, in this dark hour of affliction; and, be it further

Resolved, That as a tribute to the memory of our departed brother, our charter be draped for thirty days, and that copies of these resolutions be spread on the minutes of this meeting, sent the bereaved widow and a copy sent to the MOTORMAN AND CONDUCTOR for publication.

HARRY SOLOMON,

November 15, 1923. Business Agent.

By Div. No. 476, Norwalk, Conn.

Whereas, Almighty God, in His infinite wisdom, has seen fit to remove from our midst, our esteemed and beloved brother, Albert St. Costo, in whose death we have lost a true and loyal member and while we know that words cannot alleviate the grief of the beloved widow and family, yet we feel it will be a consolation for them to know that faithful friends and brothers offer their deepest sympathy in this, their dark hour of affliction; therefore, be it

Resolved, That we, the members of Local Division No. 476, Amalgamated Association of Street and Electric Railway Employees of America, extend our heartfelt sympathy and consolation to the bereaved family of our late brother; and, be it further

Resolved, That copies of these resolutions be spread upon the minutes and a copy sent to the bereaved widow and that they be published in the MOTORMAN AND CONDUCTOR.

Attest: W. S. MATTHEW, President..
January 5, 1924. ALBERT F. BERG, Rec. Sec.

Edited By Division Local Correspondents



BROTHER CLARENCE NUGENT
Secretary-Treasurer of Div. No. 26,
Detroit, Mich.

Of the old officers of Division No. 26, the old Detroit local of the Amalgamated Association, Brother Clarence Nugent was re-elected Secretary-Treasurer. This enters Brother Nugent upon his fourth year. It also shows that his efficiency in this important office is appreciated by the local. At the recent 18th Convention of the Association held in Oakland, Cal., Brother Nugent was elected as one of the Association delegates to the American Federation of Labor Conventions. He will be remembered as a delegate at the Oakland Convention. He is recognized as a careful and painstaking officer and studied advisor in the affairs of the Association.

INTERURBAN BRANCHES RECEIVE WAGE INCREASES

Toledo, Ohio.—Brother L. V. Hawkins of Starr Barn, recently caught between two cars and lost his right leg from just below the knee is getting along very nicely.

Brother Bert McClellan of the Toledo, Fostoria & Findlay line, ill for some time with pneumonia, is convalescing and will soon be among the boys again.

Brother Ragan of the Maumee Valley line also has had an extended period of illness. We wish him an early recovery.

Our sick and accident benefit department, inaugurated June 1st, 1922, has proven a splendid success. Every member should get into this department, as the cost is low, and even though you don't expect soon to be sick, you never can tell how soon, and the \$10.00 per week income will look mighty good. Ask any of the brothers who have been sick and benefited by their membership in this department.

Best wishes and congratulations are in order from the brothers on the Northwestern Ohio Rwy. line to Brother Lee Cornell and bride. It is wished by all that their future life's pathway will be one of health, wealth and happiness.

Executive Board Member Geo. L. Corey is gaining a reputation as an Auto trader.

Division No. 697 can report splendid results from the negotiations with the several employing Companies on new agreements recently signed for the ensuing year. Working conditions in most all cases were bettered. On the Toledo, Bowling Green and Southern line, starting January 1st, 1924, an increase of 7¢ per hour on passenger runs, and an increase of 9¢ per hour on freight runs were obtained. On the Toledo, Fostoria and Findlay Rwy. line, starting

from October 1st, 1923, an increase of 6¢ per hour for passenger runs, and an increase of 8¢ per hour on freight runs were obtained. On the Northwestern Ohio Rwy. line, starting January 1st, 1924, an immediate increase of 5¢ per hour, with the possibility of a further amount of 2¢ on passenger runs at the end of the first six month period, with a flat increase of 7¢ per hour on freight runs, was obtained.

Practically all the Interurban railway lines on which members of our Local are employed are suffering more or less from unfair competition of Motor Bus and Truck lines. We feel that the peak has been reached in these drawbacks, and that henceforth conditions will become better, especially as we think that the public and legislative bodies will soon come to realize that reasonable regulation, taxation and licensing of all motor vehicles in the business of transporting passengers and freight must be resorted to, putting the motor vehicle on the same expense basis as the Electric Railways. When this is done, we are sure that the result will show that the electric railway can give better service at a lesser cost to the public than Auto busses.

December 17, we held our annual election which resulted in the following officers for the year 1924: President, Williber Moomey; vice-president, M. P. Dupuis, re-elected; business agent, H. Lee Camp, re-elected; secretary-treasurer, John G. Greenlese, re-elected; correspondent, H. Lee Camp; conductor, Edw. H. Meyers; warden, Wm. Blankenship; sentinel, Wm. E. Jennings; delegates to Central Labor Union, John G. Greenlese, Ernst G. Melms, Wm. G. Wittmann, Walter E. Wertz; executive board, Harry East, John Melms, Wm. J. Clayton, Wm. Stankard, Frank Manneback, Edgar Penimore, B. A. McClellan, Geo. L. Corey, T. P. Frager and H. Hillabrand.

It looks now as though we are to have an increase of car fare in Toledo. It will, of course, be entirely charged to the increase of wages received last spring. Very seldom does the public get any other reason given to them.

Brother Harry East, newly elected Board Member at Central Ave. Barn, is working hard to get a 100% membership and it is hoped all brothers at that station will lend a hand to Brother East. Remember, brothers, that Central Ave. is a big barn, and it is hard for one man to do everything and he needs your support.

—697.

APPROPRIATE NEW YEAR RESOLUTION

Lansing, Mich.—The staff of officers elected and installed by Division No. 563 for the year 1924 are as follows: President, Wm. Quinn; first vice-president, E. Davis; second vice-president, J. Gilmore; first recording secretary, B. W. McEwen; second recording secretary, M. Gates; financial secretary, F. Drake; treasurer, H. E. Chamberlain; first conductor, C. Heightchien; second conductor, O. Cummings; first warden, R. Guernsey; advisory board members, Wm. Quinn and A. L. Montgomery; executive board members, E. Davis, A. D. Hicks, A. L. Montgomery and J. Croyts. Owosso board member L. B. Hackett; correspondent, A. C. Wheeler.

Brother Beaumont, our day inspector, has returned from a trip to California. He made the trip with his car and reported a very enjoyable time.

Brothers Vem, Tefft and Leo. Murchison were recently married. We wish them the best of luck and may their troubles be little ones.

Retiring President Wm. Schneider and retiring Secretary A. Scott, attended a meeting of the Joint Advisory Board held in Grand Rapids with Division 849, recently. They reported that the men on strike there had determined to return to work. Brother Scott was substituted for Brother Gregory to attend the Advisory Board Meeting.

The re-laying of tracks entering the car barns is nearly completed. The cars enter from Shiawassee St. now, but on the new tracks they will enter from Cedar St.

May one of our New Year resolutions be: That we will put our shoulders to the wheel and help make 1924 a banner year. This can be done by being in attendance at each and every meeting.

—563.

ACCIDENTS REDUCED

La Crosse, Wis.—Officers elected at our last monthly meeting were: President, Peter P. Sieger; secretary, Charles Kanter; financial secretary, Arwin Ruegg; treasurer, Emil Ristow. New members of executive board were Wm. Maclaren, Fred Kramer and Henry Korthals.

A feature of the last meeting was the unanimous re-election of both President Sieger and Secretary Kanter. It has been said, that these brothers are always sure, as both men are always on the job, hard-working and popular with the men and company.

The company just distributed a total of \$300.00 in bonuses ranging from \$7.50 each to conductors, to \$10.00 each to motormen in a no accident campaign. There has been a noticeable reduction in the number of accidents, since the inauguration of this system.

Sincere sympathy of the local is extended to Brother Ed. Jones, because of the death of his father.

The company is receiving very earnest co-operation of the men in their coke saving campaign recently started and the saving is said to be very satisfactory thus far. In fact, all relations between the company and the men have been very harmonious the past few years, and these relations are a source of satisfaction to both parties concerned.

Holiday travel on the cars was very good, and increased travel was handled with a minimum of accidents, this again showing intelligent co-operation under heavy travel conditions.

The local meetings are being better attended, still here is room for improvement. If we could see more day men present, all parties concerned could become better acquainted.

Have you bought shares of stock in the new Labor Temple? All members are advised to get in on this, as this stock is a dividend paying proposition and here is absolutely no chance to lose anything, because these shares can always be turned into cash, a case of necessity. Let's get together and boost the Labor Temple. Let's put our spare \$10.00's in stock, to help the cause of Labor.

—519.

HOPE FOR WAGE INCREASE

Staten Island, N. Y.—We of Division 726, extend to all brothers of the Organization throughout the U. S. and Canada, their best wishes for a happy and prosperous New Year.

We note that many of the old timers are coming back on the job again. Well, we expected that. They always do come back, and are welcome when they do. After all, boys, there are worse jobs and worse places to railroad than Staten Island. We sincerely hope it is the intention of these brothers to return to the fold and help make our Division No. 1.

At the regular monthly meeting held Tuesday, December 4, the following officers were elected for the year 1924: President, E. J. Leahy; vice president, Thos. Currey; recording secretary, J. Sutter; financial secretary and treasurer, John O'Donnell; conductor, Alfred Krebs; warden, John O'Keefe; stinzel, James Brown; correspondent, Carl Laskey; executive board, Stanley Ringel, Joseph Uman, Michael Finnegan and Ahearn, re-elected. Stanley Ringel was appointed business agent. The ability of these men to handle the affairs of our local in an intelligent, efficient manner, pleasing to all, is manifested by the number of men re-elected without opposition. The new men elected to office, are well chosen. Our confidence that they will perform their duties to the best of their ability and in manner pleasing to all, needs no re-assurance.

Brother Hugh O'Neill, sick for some time, is once more to be seen at the helm.

Ask Adamson how he does it.

Brother Jos. Westcott, found he could afford a Ford, so he afforded the Ford for Christmas, and we hope that the Ford will afford Brother Westcott much pleasure. Look out for your cars, boys.

Believe me, Laskey has to go "Sohm" these days, but his conductor, Brother Sohmn pushing him and Ed Williams pushing Sohmn. Laskey has little time to admire those new Paris creations up around Trainers Harbor.

If Brother Fred Hoffman had not gone down to get some friends on board the Leviathan the other way and waited until ship docked, she might not have run around. We believe if reports are true, that Brother Hoffman had some weight on the matter.

Cheer up boys, the new schedule with forty-five minutes running time for the North Shore will be out soon. It is on its way. Remember, job had lots of patience and see how he wound up. Good things come slow, and schedules sometimes have a long road to travel.

On Tuesday, January fifteenth, our local had its annual installation of officers. Another feature of this occasion was a gala time, with our own home talent in vaudeville sketches and dialogues, together with some fancy stepping was indulged. I will report this event in the next issue.

That President Leahy and his aides including the members of the executive board are doing all in their power to get us what we want in the matter of wages is most certain. We know they are men who, if there is any getting to be got, when they go after a thing, they get it. Every man here will more than appreciate it if their efforts are successful. It is needless to say that each and every man here will also show his appreciation to the company as well, by rendering the honest, efficient and courteous service, so desired by the Staten Island Edison Corp., and of Staten Island, the kind of service which has made the Edison Corporation famous the world over.

Brother Tom Rodgers has a Stationary Ford Auto for sale cheap. Terms reasonable.

—726.

CHARTER MEMBER TAKEN BY DEATH

Halifax, N. S.—The result of our recent election shows our membership to have been well satisfied with the way the affairs of Division 508 were conducted during 1923. All the officers were elected by acclamation except business agent. The officers for 1924 are as follows: President, Hugh Henderson; vice-president, Michael Dwyer; financial secretary, Robert Lauder; recording secretary, Mack MacRae; warden, Albert Armitage; business agent, A. Berringer.

Now, boys, let us get together and give this staff of officers the support necessary to carry this organization through the year 1924 in a most creditable manner. If possible, outstrip the history of 1923. This can be done by hearty co-operation and that is within our power.

Brother Duncan MacDougall died recently. He was a charter member of this organization and one of the first conductors to bring an electric car out of the barn. Division 508 unites with a large circle of friends in extending sincere sympathy to the bereaved family.

Brother Herriott has been appointed dues collector. You can assist him by getting your working cards promptly every month.

We regret to report that Brother Gordon Cameron's wife died December 25th. Our sincere sympathy is extended to the bereaved family.

COR. 508.

WHEN THE LEAVES BEGIN TO FALL

By George Sanborn

Beware! all motormen—fall is here.

Use extra precaution, this time of year—

Be sure your sand is in order to stop,

For it's got darn slippery when the leaves, they drop.

When crossing blind corners, slow down a bit

For there's all kinds of traffic to get hit,

Keep your eyes on the semaphore and on the "cop."

For it's got darn slippery when the leaves, they drop.

If you are very late be careful my lad,

Don't take any chances where traffic is bad

For to take chances your car may skid and not stop

For it's got darn slippery when the leaves, they drop.

Don't run your car reckless and get in wrong.

Use your air and head instead of your gong.

For you're not in a race a prize to cop,

For it's got darn slippery when the leaves they drop.

Going down steep hills don't let your wheels slide
Don't put juice on in bunches or you will take a fast ride.

Take up a little to keep rolling and not stop

For it's got darn slippery when the leaves, they drop.

When the fall is o'er and the snow has come

You haven't had an accident—that's going some.

You get patted on the shoulder and sing a little song

For you know darn well the leaves are all gone.

FALLAS RE-ELECTED FOR FOURTH YEAR

Windsor, Ont.—Officers elected by Division No. 616 for the year 1924 are as follows: President, L. H. Fallas; vice-president, Cal. Davidson; recording secretary, J. E. Pickard; financial secretary-treasurer, Allen Arden; conductor, Joseph Pemberton; warden, George Broad; sentinel, A. H. McCandless; executive board, R. M. Yates, C. J. Davidson and Percy B. Simser; trades and labor council delegates, George Broad, Cal. Davidson, L. Fallas and J. E. Pickard.

There were some vigorous contests at our election this time. Brother Geo. Bennett put up a campaign for president, giving Brother Fallas a chase, but he must console himself that he can try again another time. Old Silverlocks has had charge of our bark here, making a mighty cautious and successful pilot, and now starts on his fourth year. We wish him fair winds. He is a good scout. Brother Sorrowful Agnes Pemberton weathered the storm and amid congratulations, takes the conductor's chair. He now becomes more closely associated with his life long friend and comrade-in-arms, good old Brother Broad.

November 27, at the home of their daughter, Mrs. Renaud, 41 McKay Ave., Brother and Mrs. Mac. Cody celebrated their 41st. wedding anniversary. A party was given in honor of the event. Many of our members and their wives were present. I leave it to them, that it was some enjoyable party. We wish the couple many more wedding anniversaries. Brother Cal. Davidson, in a few well chosen words and on behalf of Division No. 616, presented to them an armed chair. Brother Cody, in point of service, is our veteran conductor, and a fine old man, as is his wife a fine lady.

At our recent Municipal election in Windsor, we elected Brothers Archie Hooper and A. W. Strong to the city Council. They are both excellent men. Brother Hooper is of the Machinists and Brother Strong is of the Plumbers union. They had the endorsement of the T. & L. Council. Taking the Council as a whole, this year, I think the working men can look for better things this year.

Brother Cal. Davidson is again on the job after two months with inflammatory rheumatism.

A short time ago, Brother Allen Arden passed the cigars with a smile. It was a boy. He claims it has kindled a greater love for his wife. Congratulations.

Brother Homer Richard yet holds the Petite Cote freight run. He knows of what the cargoes consist. We wish all a bright and prosperous new year.

—616.

OLD OFFICERS RETAINED

Portland, Ore.—Division No. 757, the largest organization in the State of Oregon and recognized as such, held its regular annual election of Officers December 18th, 1923. According to the final count, President C. U. Taylor and Business Agent Doyle have been returned on their fourth consecutive term with Financial Secretary Jim Barrick on his second term. They are right men in the right place, and will surely receive the support from the organization which they justly deserve.

The material supplied in the executive board was class "A" as the results show. One of the old line was returned much to the surprise of all, and after the mud is all washed off, we are all going down the line to get a little here and there for the elevation of the Street Car Men.

We regret to have our recording secretary defeated after a three year term, although by a close margin. In losing Brother Reed as recording secretary, the movement lost one of its most active workers, always at the bidding of any worthy cause, no matter what hour or day, it was always with a smile, "I'll be there." No doubt, Fred will be on tap just the same. At least we hope so. His successor is also a go-getter in a certain line, and it is hoped that Brother Berry will turn out as good. We believe he will make a valuable asset to our Local.

We did not like to see Bull Prendergast go, but the boys at Savier thought they ought to try out another Bull. They weigh and are built about the same, but we must find the difference in their respective line of "Bull" next year. The same conditions exist in Sellwood. The retiring executive board members, Brother Elford, untiring in his daily work, will no doubt be felt by members of his barn. We hope he will not be a stranger to our meetings. Although his name is enrolled upon our Charter, Brother Pennabaker the successor to Brother Elford, is well known not from a diplomatic point of view of Labor economics, but one of the best versed experts on Street carism that ever donned a street

car uniform. Go to it Penny, we are all behind you.

Brother Andy Gump Chivers came through well. We hope Andy will not make any bad investments. Brother Bill Cooper is going to be the Vice agent on his fourth term and fishing is good.

After all, we will go down the line the coming year by showing our loyalty in our attendance at the meetings. It is the most important factor being instrumental in securing any concessions conditions or wages. If you are not able to do just make a face and the meeting will know if you want something. If you take the sunshine dew from the flowers, they will soon fold the petals and die. You then, fellow workmen, are the sunshine and the dew to your Officers. You must work hand in hand with them. Realize this point: If the heart of the Local becomes careless and indifferent so shall the official fibre. Let us take on an ideal and let that ideal be loyalty in our attendance at the meetings. Where there is no life there is no development, no progress, no attainments but man drifts, and usually degenerates. So let us be loyal. For, when we lose loyalty for our meetings, there will be nothing worth while living in as the joy of being organized shall have gone out of life, and the right of collective bargaining ultimately disappear from the face of the earth.

Think it over brothers, and Division No. 757 wishes the whole Amalgamated Association of Street and Electric Ry. Employees of America and its good old Officers a Merry Christmas and a happy New Year.

NUFF CUD 757.

RE-ELECT OLD OFFICERS

Sioux City, Iowa.—The old officers of Division 779 were re-elected at the final meeting of our Local in 1923. Brother James Griffin was the new man elected to the executive board in the place of Brother Barnes, who retired. Public installation was held January 9. I will give an account of our meeting of January 9 in the next issue. Coffee and food were served and it was an enjoyable occasion.

Brother Menges recently met with a most unfortunate accident while operating his one-man car. The car came in contact with an auto and one of the occupants may not survive.

Members should attend the meetings for the next few months. How would you feel if you were not permitted to attend the meetings of our Local? Do you remember when it would have been dangerous for one of us to have been caught attending a meeting? Do you remember when we could not have invited men to come among us to talk on the union movement? What is this movement that was then so objectionable to the employing management? Of course there are many here who were here when 779 was organized. But those of us who were here sense the conditions that prevailed at that time with the restrictions put on us. We have our organization and we can attend our organization meetings with perfect freedom. It is our organization and why not look after it? And the best way to look after it to attend its meetings.

—779.

HEARTILY STAND TOGETHER

St. Louis, Mo.—Election of officers was held Division 788 December 8. Most of the old officers were re-elected. The staff of officers for the year 1924, is: President, R. B. Armstrong; first vice-president, M. J. Douglas; second vice-president, J. Moran; recording secretary, Matthew True; financial secretary-treasurer, A. G. Gieser; conductor, J. Martin; warden, Thos. Moore; sentinel, T. Shelton; correspondents, David Fleming; executive board, Oscar Owens, Robert Hodimar, R. T. Bell, C. Booth, F. A. Phelan, J. C. Brown, E. J. LaFrank, Frank Fisenruter, J. Miller, Thos. Metcalf, E. Barton, C. Johanna, N. Lee, C. Meyers, Tom E. G. T. Gardner, Jos. Schrick, and James F. McEachern.

Much interest was displayed at our election, and a large vote was polled. Now that it is over, and the smoke has cleared, we are looking forward to the most successful years in the history of our Local. We heartily stand together, one for all, and all for one. While we are in this position, there is no question but that a hearty co-operation will be made of progress, both to ourselves and the property which we are concerned.

Weather here in St. Louis has been very bad but there is a trend toward a cold period. Our membership can be reported as generally healthful. A few who are sick are improving the assurance of early recovery.

CONGRATULATE CONVENTION DELEGATION

Colorado Springs, Colo.—I am writing on the first day of a new year. Old Father Time has laid his Scythe to rest. A new born Ruler ushered in, offers peace, good will and prosperity to Man kind. And presuming all to have had a Merry Christmas, we wish you a happy and prosperous new year. May you all have Three hundred and sixty-five days of perfect health and Sunshine in your souls.

We are living in the greatest progressive and enlightening age in the history of the world. New possibilities and greater achievements confront us. If we apply a new thought, wise council, we will arrive at a thorough understanding, which will aid us in reaching the GOAL of our expectation. So let us start the new year by holding fast to that which we have, and build another tier on this great LABOR Structure.

At our last meeting we elected officers for the ensuing year. Of them were: Brother Schirman for president, Brother Schneider, vice-president; and Brother Arnold, secretary and treasurer.

We were much pleased that we had for our guests so many street car men and their wives, enroute to the Oakland Convention. Especially were we impressed by our brothers' wives. Those boys are to be congratulated upon their choosing of life companions. Leave it to a St. Car Man to judge beauty and goodness. Really, we think they were the best looking delegation of the fair sex we ever saw in a Colo. Springs visiting delegation, and we have the chance to see them all. Of course, they took no charm or attractiveness from our own wives and daughters, but our visiting brothers were of our own tribe and calling. We hope you boys enjoyed your stop in our fair city. We hope you will come again. And don't forget to bring the wife. The latch string hangs on the outside. Division 19 and the St. Car Company will act as Host. We appreciate our Car Company's free will offering of entertainment in honor of your delegation.

Ask Marlin Symmonds if he got his Christmas Cheer. His favorite Bootlegger was trying to hand him a package when the police appeared on the scene before he could get more than a smell.

D. A. D.

SUGGESTIONS TO ENLIVEN ATTENDANCE AT MEETINGS

Seattle, Wash.—This is an open letter in answer to which I hope to hear from our members in general and our officials in particular as to their opinions on how we may make our meetings more interesting and enlightening.

We tried out a method in our union last fall and winter and it proved to be a tremendous success. The meetings were so interesting to the members and their wives that our big meeting hall was more than filled every time the program was given. That splendid organization, our ladies' auxiliary, has given time and effort to make these meetings a success. We had speakers to address the meetings. Last winter, among them was Dr. Edwin J. Brown, mayor of our city who held the members spellbound for over two hours. His lecture was on: "Labor in City Politics." Mr. D. W. Henderson, the superintendent of our Street Railways, also gave a splendid address on: "The Efficiency of Street Railways Systems"; it was interesting and of high educational value.

The other "Educational Meetings," as we style them here, were of a similar nature; the lecture was the feature and the musical and dramatic part was the sub-feature of each program. We are satisfied, here, that Local 587, in trying out this method, has been successful in gaining increased attendance and better support from the members.

In view of the fact that the entire time at our meetings is devoted to the business side of the organization, is not the education of our members at the meetings entirely neglected? Does this in the meetings becoming a bore to the average member and poor attendance follow? I don't mean that the organization shall neglect or eliminate the business of our unions but it is certain that we may conduct our meetings more condensed so that we may have an hour or more left for educational programs.

I offer the following suggestions to conduct our meetings in a systematic way:

1. The Executive Board of each union shall have a permanent Educational Committee whose object shall be to arrange and carry on educational programs for each meeting, at least during the Fall and Winter seasons.

2. To arrange brief programs of entertainment with local talent such as musical and dramatic numbers.

3. To arrange lectures as a feature of the educational programs with the best available lecturers, professional men if possible.

4. To encourage activities of dramatic clubs, debating societies, base ball teams and musical bands organized by union members under the supervision and guiding leadership of the Executive Board.

5. To arrange open debates on political or social questions for the benefit of the members.

6. To buy books and pamphlets in which vital questions of our political, social and economic life are discussed, and sell same to the members at cost.

This in brief, in my humble opinion, would help to make our meetings more interesting and would train the members to think independently on questions which arise daily in our social life. The time is not far distant when representatives of our labor organizations will be elected to sit in the Houses of Legislature. Let us hope that those who will be sent to represent labor will have the tolerance and training of which not only labor will be proud, but that the entire nation will look upon them as the champions of great and lofty ideals, as the heralds of a new democracy and justice for all.

SOLOMON GORDON,

Member of the Executive Board, Local 587.

HOLD SOCIAL

St. Cathrines, Ont.—Our regular meeting of Division 846 held December 3rd was the occasion of a large turn out of our brother workers. The nomination of officers for the year 1924 took place and was followed by a social which was thoroughly enjoyed by all present. Humorous songs were given by the brothers, and several encores were demanded before they were allowed to retire to their seats. We have some splendid talent among our boys, and shall not have to look elsewhere on future occasions. A vote of thanks was passed for the retiring officers for their splendid work during the time they have held office, and also to President L. P. May, for consenting to act as president for the year 1924. It would be hard to find a better man for the position. He is right there with the goods.

Ask Brother F. Hall what he thinks about it. He generally manages to come out second best in any argument. The one on "Daylight Saving" was a Peach. After we all had our fill of coffee and cakes (not forgetting the cigars) a vote of thanks was passed for the singers, and to all those who had helped towards making such a splendid evening's enjoyment.

Our second regular meeting was held December 12th under the same heading as the first. This being for the benefit of the brothers who were not able to attend the first one. Another fine time was spent and the "One-man Band of Brother Keatings, was the hit of the evening.

We hope to have more nights like these as it helps to bring the boys together and makes a better success of our local.

We are having a new Terminal Station built for the public use, which when finished, will be second to none in Canada.

J. F. M.

HOPE FOR NEW YEAR ATTENDANCE

Fall River, Mass.—At the installation of officers and entertainment recently held by Division 174, Brothers Joe Chadderton, Dennis Shay and Nicholas Wilkinson had previously worked very hard to make the event a success. However, President John R. Machado and the committee were sadly disappointed that there was so small an attendance. President Machado hopes that the men will attend the meetings more faithfully during the year 1924.

The new signs we have on the cars make the sparemen laugh. "Snow ahead. Park your auto. Use Trolley." I believe the company saw it coming. Good luck to the extra men.

Brother Louis Cooper is yet on the sick list. We trust he will soon again be at work.

Brother L. A. Montague has become such a clever cartoonist that the boys are wondering what his next draw will be.

Brother Henry Manchester is on the sick list and Brother Michael Murray has been on his vacation.

The carmen's ball will take place soon. Members will please put their shoulder to the wheel and make it one grand success.

STAND BY NEW OFFICERS

Brockton, Mass.—During the holiday rush there was more work than usual for the extra men. Our company, however, had taken on some new men, when there were plenty upon the board. If snow doesn't intervene to provide work, there will not be enough to do to keep the extra men well busy. Well, no bread and butter, only during the holiday rush. Cutting down the Winter schedule and employing new men is a puzzle that some have been unable to solve.

Time for our annual ball, again, boys, and it is up to us all to put our shoulder to the wheel and do our bit to assist the committee in every way we can. We must take care of our sick members and let's make this ball the banner event.

More of our boys have entered the police service. This time it is Brothers Cassidy, Toomey and Flaherty and there are also two of our former brothers now on the police force.

Boys, let's stand by our new officers, as they are in full swing, and it is up to each and every one of us to do our share. They would be powerless without our assistance.

Car Starter Corman was recently taken by a young lady for the Chief of Police. Tell us about it, Joe.

Brother Moore has moved to his new bungalow in the country. He invites the boys to come down and see him. There is plenty of water in the pond, but he keeps a wash tub in the cellar.

None of the Brass Badge men is to be placed on the undesirable list. That is the way they use a darn good fellow. We will miss him for he was not such a bad old scout.

About time Brother O'Brien made another trip to Malone—or have they moved the town away?

I am bidding goodbye to the columns of the MOTORMAN AND CONDUCTOR, and turn the job over to my successor, Brother Costello. Welcome, you can now do the knocking. Every knock is supposed to be a boost. There are some in Division 255 that if you give them a knock inlaid with diamonds, they would get sore, and those are the fellows to knock.

WALTER G. MOORE.

THE NEW AND THE OLD

Norristown, Pa.—After an absence of some few months, we wish again to place Division 811 of Norristown, Pottstown and Roxboro on the map. We enjoy reading the news from other Divisions, and hope they will be pleased to hear from us, believing that in hearing of your success and Vice Versa, you hearing of ours, we may all be benefited.

If some of our young members could go back 35 years with the writer and view the conditions of labor at that time and then understand the great progress that has been made, I verily believe they would be better union men to day. What we mean by better union men is, to be not only dues paying members, but members who would not allow a meeting day to pass without being present unless unavoidably detained, to get in touch with every question on the floor, talk on it and vote on it. Any time we may be on the losing side of any contest, come back with renewed energy for the next.

Today we can hold our meetings openly and advertise them by bulletins in our car barns. We can go to these meetings without fear of being seen and losing our jobs. How was it 35 years ago? The writer at that time only a boy, was recording and corresponding secretary of the Amalgamated Association of Iron and Steel workers. We could not call our souls our own. To get to our meeting room, we were compelled to dodge the scabs who would report us if they saw us. We got to our meeting place by going up dark alley ways, jumping back fences, or any way except by the front entrance. Is it because everything seems cozy today that we lack interest? Were it not for the iron nerve and manhood of our forefathers, we would not be as cozy as we are. They stood the brunt of the fight, many times losing their jobs, driven from pillar to post, trying to get another job, and as soon as it was found out they belonged to a labor union, discharged again. They are the men who made us what we are today.

How can we say Labor Organizations are no good? Capital says the same thing. The fight against labor is just as great today as ever, but more sinister. Today capital is fighting for the "open shop," and many of us poor, duped and feeble minded agree with them. Wake up boys, all of you. If you hear any grievance with your officers or any one else, come to the meeting room, and thrash it out, not in the car barn.

Old Division 811 held a banquet December 11. Many were present and everybody had a good time. We had three nice fat pigs roasted and all necessary dishes that go with it. Among our invited guests were: Jas. Cahill, Geo. Jetter, Geo. Rider and Benj. Ludwig. Superintendent Geo. McGill sent us a letter expressing his regrets at not being able to attend.

The following officers were elected for the ensuing year: President, Jas. A. Sassaman; vice-president, C. Wood; secretary-treasurer, A. D. Shellenburger; day conductor, F. Harter; night conductor, H. Eckman; day sentinel, D. Decker; night sentinel, A. Derr; finance committee, D. Chestnut, J. Radcliff and W. H. Spangler; correspondent, W. H. Spangler; executive board, Geo. Benson, Wm. Arthorholt, C. Wood, Walter Lightkep, Daniel Chestnut, Wm. Kunts and Arthur Derr; business agent, W. H. Spangler.

All headed for a prosperous New Year and hope and wish you all the same. Let Honesty and Fidelity be our watchword. Honest with our employers and everybody, true to ourselves and our principles, and success will mark our progress, as we journey through the year 1924.

—811.

ANNUAL ELECTION

Akron, O.—Division No. 98 held her annual election the last meeting in December which resulted as follows: President, Ott Joines; vice-president, R. L. Reynolds; recording secretary, C. O. Smith; financial secretary, E. F. Hepner; treasurer, R. O. Meeker; conductor, W. Berry; warden-sergeant, J. P. Long; executive board, C. Clymer, R. L. Reynolds, B. W. Watson, Fred Harper.

We have an entirely new executive board except the president who has served in that capacity for one term. There is no reason to believe they are not just as capable and efficient as any who have held that responsible office in years past. With the loyal support which all Officers deserve, we trust they will steer the old "Ship" safely into the Harbor of 1925. And who can tell but what the Voyage will be even more pleasant and successful than any in our history? So, come on Boys, get out to the meetings and help the officers. And bring in the new man who has just come on the job and show him you are his brother. For, are we not our brother's keeper?

Some of the newly elected Officers may be new at the business but who can say they are not qualified, just because they have not had the experience? They may be "diamonds in the rough" lying undeveloped, just waiting for the opportunity to come out in the full power and splendor of the finished product and may outshine and surpass even our most optimistic expectations. It is our duty as lay-members to give them our heartiest co-operation and support. Be present, at least one meeting each month, and see how much better the business is carried on.

—COR. 98.

NEW GIRL APPEARS IN IOWA

Muscatine, Iowa.—A regular meeting of Division 599 was held December 29 and officers were elected for 1924. We enjoyed a big smoke as Brother Luther Wood's big ten pound girl the stork brought him. Woods and well he might be, is a happy man.

Brother Rick and Brother Henry Husen, while recently out for sport with their autos, locked horns. Brother Rick was going west and Brother Husen coming east on 2nd St. Brother Husen was making a turn to Sanford Street when they came together. Brother Rick had his brand new "Red Bird" Buick. The Red Bird got her wings clipped and her eyes knocked out. Brother Husen drove home. Brother Rick drifted to the Buick garage, singing: "I will get you Henry" just to forget his troubles. He is a good singer. When he arrived at the garage, they told him they could not repair it for some time. Brother Rick was heart-sick as he was on his way to get his sweetheart to take her to the Keokuk Dam and show her he was a good boy. He reached her on foot and told her of his hard luck. She didn't take it serious, telling him it could have been worse. She gave him a big dinner and then Brother Rick was in good spirit. They called the trip off for that day but would endeavor to make the trip in the near future, asking Brother Husen to stay at home until they get out of town.

N. F. D.

O'BRIEN INSTALLS OFFICERS

Bridgeport, Conn.—The holidays, with their rush and crush are over, and things are getting back to normal. Trolley men have very little joy out of holidays. It always means harder work for them. Of course the public doesn't realize this fact.

We had the pleasure of a visit of International Vice-President P. J. O'Brien. He attended a special meeting held in December at which the boys received a "pint" of information. There is nothing like knowing your business. It costs little and is of great value. Vice-President O'Brien also installed the officers of Division 459. Very little change resulted from the election. Brother John Hurley was re-elected President and also delegate to the Conn. Joint Conference Board. He was elected by just a hair of Pappy Rodgers' mustache.

Remember, boys, these officers whom we have elected need our undivided support. Don't forget that we meet the first Wednesday in each month, so be there. We are just starting a new year. Many hard problems are before us.

Without doubt there is room for improvement concerning our present conditions. There is much to be done to elevate the standard of unionism, as well as our employment. Let's enjoy the fullest measure of benefit, liberty and protection, guaranteed under the Constitution of our Association. There are chains of slavery, which fetter our hands and feet. We cannot accomplish a great and worthy purpose in a spirit of revenge. We cannot use anger and hate and ascend. Let's not take a weak and inconsistent position. Let's choose as our weapons, the principles of truth and justice, and wage warfare upon every form of private and public wrong and build up the unity of our union. It will increase happiness for ourselves and families. Remember, "In union there is strength."

To score success in our efforts we must choose as our leaders, men of courage. It is a necessary asset in the battle of life. A moral coward is ignoble. The man who jeers his fellows by acts of omission or commission degrades himself. The man who from fear of ridicule, contracts habits by which he surrenders his self-respect, abandons what might be an honorable career. The men who for a pittance become a fawning tool for others, sees dangers where none exist. As Shakespeare said: "The man who sees dangers where none exist and dies many times before his death, is a moral coward." A brave man ignores ridicule, scorn opposition, and having a high sense of duty, performs it without fear. The presence of danger leads him to strength and to struggle to forget it. Such a man never loses his self-respect, and gains and holds the warmest commendation.

Well, boys, this is my introduction as your correspondent. I will promise not to be tiresome in the next issue. I wish to express my best hope that with the officers elected, and the other brothers behind them, we may experience a successful term.

—459.

DETROIT DIGEST

The New Year starts out with such prospects of attainment within it, that may come from the concerted action and a strong spirit of organization. On the municipal lines in Detroit it is well to bear in mind that we are what is known as an open shop organization. The Commission and Officials of the Company assume to us that there is no objection to the organization of the employees upon this system and to their functioning as an organization. In the past year we have accomplished much. We have obtained the fixing of rules and regulations by which we may deal collectively with the management of the property. Following this we obtained a substantial increase in wages. There is more to gain in every way, but it will take the unity of the workers as a general proposition, to gain it.

Speaking of objections to organization, let us believe what the management has told us, that there is no objection to our organization. We yet have no occasion from anything material to assume that the management of this property is insincere in declaring to us the right of organization. We may take inferences that come and suggest themselves to us in certain lines and ways, but we have no right to crystallize them into facts and declare that the management is opposed to our right of organization. The course of the past year has shown to the contrary, particularly the final part of it. We may say to those who shake a little on identifying themselves with our organization that they have no solid foundation for the fear that causes them to shake. The

vast majority of the men working upon our property are staunch unionists. They are sufficient in numbers to obtain things, even in opposition to those who are weak and fearful.

Let us bear in mind that there are other things for organized labor to do than to obtain increased wages. That is primary in organization. Another feature that is also important is that of rendering creditable service to the public. We are working for the public, no matter whether we work for a municipality or a private corporation. It is the public with whom we must deal. Let not the public have the opportunity of pointing the finger of criticism at the men on the cars. Let's give the public the best there is in us, in the way of accommodation. Let's unite in our meetings and see if we can't bring there, and have crystallized into some kind of instructions to our officers ways and means of even bettering the service. Let's be cautious this year in instructing new men, and see that they are efficient and fully qualified for the service. Let us make it known to the public that we are qualified. Let us use what we have to use to the best advantage of the public. Then when we have grievances of our own, let's place them with those who represent us, with instructions to have them adjusted. When we have a suggestion for improvement of the service, let's bring it to the meeting, crystallize it into instructions to our officers that it may be taken to the management. There can be much done that will be a credit to the union emblem we wear.

Don't think that non-unionism can accomplish anything. The individual is alone. And bear this in mind: There is no man out of the organization, except from fear and a consciousness of incompetency. Let's not be one of those.

While the job of motorman is one of extreme responsibility and one in which excellence of service is much to the advantage of the public, the job of conductor means more than the taking of fares. It means the conveniencing of every square foot of the car, to car riders. It doesn't mean that failure to urge passengers to the front of the car and use every energy to avoid congestion in the rear is a mark of efficiency. Efficiency cannot be manifested by driving the public to patronize the various bus lines and other means of transportation.

It is a deplorable fact that there exists bus competition in the city of Detroit and that certain of the authorities are acquiescing in the suggestion that private property concerns and individuals are necessary in the operation of a convenient transportation means in Detroit. If busses are necessary, the city should operate them, and a good suggestion would be to direct our officers to carry to the management of the municipal property that the municipal property should take over and operate every means of transportation within the city, and cut out the competition. Let us work for the success of municipal ownership of all means of passenger transportation within the city.

—SCRIBE.

ENTERTAINMENT COMMITTEE BUSY

Allentown, Pa.—Division No. 956 can report progress.

Our Local elected for president, Brother Martin Brey, for the year 1924. Brothers Edmund J. Kurts and Harry R. Maxwell hold their positions as recording secretary and financial secretary-treasurer, respectively. They have served in these offices since our Local was instituted and both are efficient and now experienced officers in their line of work. We elected an executive board, comprising nearly all new members and they are mostly day men.

Membership in our Local is fairly increasing. We are gaining a few new members at each meeting.

Our entertainment committee is busy conducting card parties and the committee is now arranging for a minstrel show, the profits from which will go to our sick benefit fund, which is wonderfully helpful to our Local.

Brother John Christman has left for California for his health. We wish him a speedy recovery.

Brother Joe Schelenker, on the sick list for some time, is on the job.

Brother John Smith is in mourning. He lost his beau tie between Allentown and Emans. He offers a reward for its return.

Brother Ed. Busher, of Emans, in trying to cast his ballot at our recent election, was unable to find the meeting hall. Don't forget the regular meeting days, and don't forget where the meeting hall is located.

—COR. 956.

DEATH TAKES RESPECTED MEMBER

Augusta, Me.—Division No. 724 has installed for the year 1924, officers as follows: President, Leon R. Dorr; vice president, Frank B. Fisher, Jr.; financial secretary-treasurer, Fred W. Heffernan; recording secretary, Everett W. Soule; warden, Joseph Seamas; conductor, Walter E. Eassey; executive board, Merton Rowe, Fred W. Heffernan, O. E. Fuller, W. H. Chadwick, James W. Trask, Frank B. Fisher, Jr.

Death recently took from our ranks Brother Rufus F. Pierce, for 14 years an employee of the Androscoggin and Kennebec Railroad, at the car barn. He was 57 years of age at the time of his death. He was a highly respected member of our Local.

Boys, let's start the New Year right by attending meetings. All come and make the meetings interesting, giving the officers courage. Let's go!

Brother Storer Dudley is in the hospital a very sick man.

Brother Thos. Jones is seriously ill at his home.

Brother Frank Kittredge is on the sick list.

Our company has installed one-man cars on our Local Lines. The public is not taking kindly to them. The company is also installing so-called safety car devices on our interurban cars, running between Lewiston and Waterville.

Brother Stinson is deeply interested near the Glenwood Spring stop.

We regret that Brother Lawrence Kenney has left the service. Our best wishes go with him.

Brother Walter Cain is serving on the jury at the January term of the Superior court. He should bring back to our Local a few points on law. Thus far we have experienced an open winter with no trouble keeping things rolling.

I notice in the November issue of the MOTORMAN AND CONDUCTOR an item of Division 714, Portland, Me., in regard to a ten per cent increase in wages and better conditions they obtained last May. The article also states that Divisions 721, Lewiston; and 724, Augusta, received a 10 per cent increase and better conditions. The statement is rather in error. We did not get any increase in wages. Our wages remain the same as the previous year—49 cents per hour for the first 3 months, 51½ cents for the next 9 months and 53 cents per hour thereafter, with 5 cents added for one-man cars. We have moved from our old quarters to the new Foresters' Hall, at 150 Water St.—a decided improvement. Now let's make good use of it. Let's make this a banner year for attendance.

Brother Leslie Hall recently lost his Nash car in a fire at a Halliwell Garage. Good luck, Brother Hall. —7-20-4.

AWAITING COURT DECISION

Des Moines, Iowa.—Division No. 441 is moving along in the same old spirit that has made her one of the progressive Locals of the Amalgamated.

Brother Ed. Prater is not in good health these days.

Brother John O'Connor is on the sick list.

Division No. 441, played Santa Clause this year and distributed 25 baskets of Christmas cheer.

Brother and Mrs. J. B. Wiley are visiting their son in Chicago. He was voted a vacation for this trip by Division 441.

Our newly elected president, Brother A. G. Schenk, will now enter upon his second term. He was elected without opposition. He has also been honored by being elected president of the Trades and Labor Assembly of this city. Brother Schenk is one of the wide-awakes of Division 441 and the Des Moines labor movement.

Brother Tom Dowd returned to work December 1, being off since August 1, on account of an operation on his left wrist. A dead bone was removed. His condition has improved greatly but it will be some time before he can use his wrist to any advantage.

Brothers Ed. Baker, J. Dennis, Wm. Canfield, Harry Erb and Frank McCord, were elected to our Executive Board. Let's support them by well attended meetings.

We have yet had no decision from Federal Justice Wade relative to our back pay that is pending his decision.

The club rooms that our company wished to establish have not yet materialized. The club rooms that our members mostly desire are club rooms in their homes. The plan for such club rooms would be higher wages. Give each employee the proper wage and permit him to make his own home a club room. The membership fee of the proposed club is \$5. and a small due from each member. I would like to ask

the readers of this Journal how many such club rooms have been established by the various street railway companies and what may be said of them is the way of their being a success.

Our new Crocker St. Line is in readiness for cars as far as 33rd St.

The new order for time points includes observation of conductors as well as motormen.

—TED.

BROTHER MOONEY BECOMES PRESIDENT

San Francisco, Calif.—Division No. 518 held her annual election December 21. The election was held at the Geary St. car barn. Four members ran for the office of president at the Primary: Brothers Geo. Curran, T. A. Davis, B. Doyle and J. B. Mooney. The nominees were Brothers Davis and Mooney. Brother Davis led at the primary by almost a majority over the three other opponents, but Brother John came in strong at the finale, winning by 240 votes. It was a clean cut victory for Brother Mooney and credit is due him for a clean fight. Every member of Division 518 is with you, Brother John, and we all wish you good luck and a successful administration.

Three men ran for financial secretary. They were Brothers D. Fitzpatrick, D. Hanley and M. Moore. It was a walk-away for Brother Hanley. He polled more votes than his two opponents. He won at the primary by a big majority. There is a move on foot by a few disgruntled members to get together and make a change in the office of financial secretary. The conservative members, however, have learned their lesson in the past and do not care to make any change now. Brother Hanley is financial secretary-treasurer for the third term and we wish to thank his many friends of Division 518 by putting him over at the primary by such a large vote. It shows where the confidence of the men is.

Other officers elected were: Recording secretary, Henry Rowe; correspondent, W. E. McLeod and sergeant at arms, M. J. Nelson. The executive board comprises Brothers M. J. Coody, R. J. Connolly, B. Doyle, T. S. Foley and S. Hanley. Delegates to the Labor Council are: Wm. Corcoran, M. J. Crowe, T. A. Davis, F. E. Davidson, B. Doyle, J. Flynn and J. B. Mooney. Brother D. J. Currey was elected auditor.

The Municipal Railway car men's Christmas tree party was held at the Geary St. Barn. There was a large attendance. The carmen's kiddies had a swell time and every youngster was given a Christmas present. A feature of the program was the presenting of a gold watch and chain on behalf of our organization to our retiring Division Supt. Mr. Dennis Collins. Hon. Edw. Rainey presented the token on behalf of the men who have worked under Mr. Collins and with him for the last 46 years. Mr. Rainey's speech was well taken and touched the heart of our veteran retiring superintendent. He made a brave effort to thank one and all. Other speakers on the program were our General Supt. Mr. Fred Boeken, who took pleasure in introducing our newly elected president, Brother John B. Mooney. Their remarks were along the line of municipal ownership of all public utilities. While their speeches were brief, they were to the point. The evening entertainment closed with a dance and the event was enjoyed by all.

—518.

CONTEMPLATE SOCIAL CLUB

Fall River, Mass.—A welfare and social club, as a subsidiary of Division 174, is a possibility here. A number of members of our Local will become members of this club. There will be no additional expense to individual members. The object is to promote the social welfare of the members. It is proposed to designate one evening each month to a social gathering, with entertainment, and if possible, to have a member of the International Union present and address the members. It looks like a winner. Members who are anxious for additional information, should meet the members of the committee in charge, Brothers Jos. Chadderton, Nelson Guimond and John R. Machado. They will be pleased to explain the purpose of this social club.

Brother Thos. Booth has entered the poultry business. It is surprising to hear him tell the boys how many eggs are laid.

Rumor has it that one of our members has gone into the lunch cart business. He may be expected to corner the mustard market.

—174.

RIGHT MAN IN RIGHT PLACE

Edmonton, Alta.—The old year 1923 has gone with its "joys and sorrows," "failures and successes." "Let the dead past bury its dead."

Sentiment for 1924

"Plan for more than you can do,

Then do it,

Bite off more than you can chew,

Then chew it,

Hitch your wagon to a star,

Keep your seat, and there you are."

Our civic elections are all over, and Labor has been fortunate enough in having a good number elected. Mayor Blatchford was elected with the largest majority that any mayoralty candidate ever obtained. He is the right man in the right place, and labor will always get a square deal.

We are negotiating a new agreement. The city is speaking out making a reduction of ten per cent. All the civic employees are making a trial to hold what we have. And from rumors, I expect we will pull through all right.

Brother James McTear, president of our Local, has been away on ten days holidays, seeing his family on the farm. He is well entitled to it as he has been a hard worker for our organization.

Brother Henry Coward (Bon Jour) I understand, is planning for a (bear) big game hunt. Let us hope he will have better luck than the last time (as he says he came back only with one feather).

Brother William Brennan is still whole and healthy. He won't believe me that Ramsey McDonald is going to be Labor Premier of Britain.

Brother John McCallister has taken unto himself that good thing which Solomon calls "a wife." Congratulation, John, from all the boys.

Brother Donald Fraser (senior) says the farmers have fed the turkeys very bad, as the gravy (at Christmas) was very thin. Selected (labor) from Thomas Carlyle (band of Chelsea):

"Love not pleasure; love God. This is the everlasting yes.

Do the duty which lies nearest thee, which thou knowest to be a duty.

Thy second duty will already have become clearer. Be no longer a chaos. . . Work while it is called to day, for the night cometh wherein no man can work.

"Know thyself, thyself thou wilt never know—
Know thy work which were more to the purpose.
Know God, it will take thee, I suspect, to eternity to learn even the rudiments of this awful knowledge; more to the point to know what God bids thee do, and do it."

—569.

ANNUAL REPORT

San Francisco, Cal.—Trackmen's Division 687 has elected the following officers for 1924: President, Dennis Lucey; vice-president, Dan Callaghan; recording secretary, Frank Ferguson; secretary-treasurer, Wm. Castro; correspondent, Wm. Kearney; warden, Martin Riley; conductor, Wm. Eisbert; delegates to Labor Council, F. Ferguson and Wm. Honan; trustees, J. L. Moots, Wm. Honan and Thomas Phelan; executive board, Florence Mahony, chairman, Patrick Costello, Jack Hayes, John Healy, Edward Corbett and P. J. McCarthy; social committee, Jake Hasmer, George McQuade and Bat. O'Brien.

The newly elected officers were installed on the 8th of January by our worthy past president, Wm. J. Honan. After the installation, Brother Honan was presented with a gold watch and chain by the Division as a testimonial of our appreciation for the capable and efficient manner in which he conducted the affairs of the local during 1923. President elect Lucey is a young man actively identified with organized labor on the coast for a number of years and with the able co-operation of Vice-President Callaghan, 687 looks forward to another year of progressive activity for the Municipal trackmen.

For ten years, the San Francisco Municipal Railway has been in successful operation. This road was built at a cost of about \$5,500,000. Today, the Municipal Railway system is sixty-seven miles in length and is worth \$10,000,000 according to an estimate made by city engineer M. M. O'Shaughnessy. The system brings into the coffers of the city and county of San Francisco a gross income of \$3,000,000 yearly. Eighty per cent of this amount is used in the operation of the road, while \$200,000 is being paid back in bonds. At this rate, the people of San Francisco will have paid for their Municipal Railway in a few years more, and all this has been accom-

plished under a 5 cent fare. The road has been under the direction of City Engineer O'Shaughnessy and his energetic assistant, Engineer Frank Sheehan, since its infancy. Our carmen and trackmen as a whole have contributed in a large degree to the financial success of this municipally owned railway.

An old, respected charter member, John Phelan, father of Brother Tom Phelan, passed away last month after a protracted illness. Brother Phelan was held in the highest esteem. He was generous to any worthy cause and especially to any one in distress. Brother Phelan is gone but not forgotten by 687.

We extend sympathy to Brother John Marshall on the death of his wife who died recently.

Brothers Keohane and Menkie are working again after undergoing minor operations.

Brother Jack Williams, our genial foreman, is back on the job after an extended tour of the continent. He visited Germany, France, Ireland and his native town of Pontypridd in Wales. Jack states there is no place like California.

Brother Cavanaugh has cleaned up a few thousand on local oil stock.

Brother Curry has completed his apartment house. Brothers Hurley, Carroll, Kelleher and Fitch are back from their vacation trip to Tijuana.

The Ocean View line from Sloat Boulevard will be constructed early this spring. This branch of the municipal lines will pass through a desirable residential section, having a marine view unexcelled by any on the entire Pacific coast.

687 congratulates its sister Division 518, in having elected Brother John Mooney as its chief executive and business agent for 1924. Brother Mooney is recognised, like his brother, Tom Mooney, now incarcerated in San Quentin, as a fearless, outspoken champion of labor.

Wm. K.

ELECT NEW OFFICERS

New Haven, Conn.—We have installed our new officers and a fine bunch of men they are. Brother Fred Walker is our new president. The men can rest assured the coming year will bear great fruit for the union. Brother Mike Woods is our new vice-president. The sick men can let Mike know when they are at home so he can call. Brother Paul Reynolds stands ace high and was re-elected recording secretary. Brother "Bunk" Nolan is our new financial secretary and won by a bigger majority than any other candidate for office. We will send "Bunk" to Congress. He will be the "Bunk" if he can separate some of the hungry boys from a little to pay their back dues. Brother Dan McKay was re-elected treasurer. He intends to have a roll for 1925.

Our men on the executive and conference boards cannot be beat, so the boys will be well taken care of.

Our former president, Brother O'Connor is a fearless man. He fought hard for his men, especially the front end men. Little do some of the men realize, how much he did for them, especially those that do not attend meetings. Here's hoping they will get around more during the term of Brother Walker, so criticisms will be made in the right place.

The boys turned out pretty good last month, so let's have some new orators next month as we can use a few more.

I would like to take this opportunity to thank Brother O'Connor and all our past officers in the name of Division 281, for all they have done for us.

—Cox. 281.

ESTEEMED MEMBER PASSES AWAY

Gary, Ind.—Division No. 517 is saddened by the death of late Brother Chas. Sheets. He was an estimable member of our organization. He leaves a wife and six children to mourn his loss. Funeral services were held here and the funeral was attended by our members.

Officers for 1924 who will pilot the old ship 517 are: Ed. Olds, L. F. Maybaum, F. Papke, S. B. Ward, Geo. Biggs, I. C. Sargent, H. N. Clark, G. Forsythe, M. H. Parker, E. Johnson, S. L. Hursey, B. Biggs, B. F. Darkwood, Geo. Schalp, C. L. Fox, and J. Roberts. Here's wishing our new staff of officers success for the current year.

Brother Gray has left his milk run on the East End and is again with us. He is beginning to show that he is missing his daily cream. He bumped many of the daylight men off their good runs.

—517.

NEW YEAR GREETING

Kingston, N. Y.—New Year greetings to you, the members of Division 953. May the year 1924 be filled with happiness and success for you. At its close, looking back over the accomplishments, may you then feel an exhilaration from the satisfaction of what has been accomplished. Do your utmost for your officers, and in that way for yourselves. Make this year a success, so that when the officers doff the mantle of leadership they too may feel an exhilaration from the knowledge that they have served well and accomplished things through hearty co-operation from the membership, as well as from their own efforts. If you feel that you are carrying more than your part of the burden, remember that in carrying this extra load you are helping someone who is weaker.

Brother David Brown has been re-elected supervisor by our Local. The majority he received shows he is enjoying the confidence of our members.

Brother C. B. Roe, motorman for 35 years has resigned his position to enter private life. He can relate many incidents touching his experience. It was he who was in charge of the ill-fated car that was struck by the West Shore Mail Train in 1918, in which accident three were killed and many injured. Brother Roe escaped without a scratch. It is a long period through which to pass in a hazardous occupation, and we wish him success, and a long life.

Members who are not wearing the union button are requested to do so. Buttons may be obtained from our Financial Secretary.

Brother E. Butler, on the sick list for some days, is out again and enjoyed the pleasure of wearing his new overcoat.

Brother Floyd Weiss has presented his family with a new player piano.

—953.

SPIRITED ELECTION CONTEST

Macon, Ga.—Division No. 898 has installed officers for the year 1924, as follows: President, Lamar Jones; first vice-president J. T. Dix; second vice-president, R. J. Johnson; recording secretary, J. F. McCarthy; financial secretary-treasurer, W. L. Hamilton; wardens, J. D. Stroud and J. Spikes; executive board, J. F. McCarthy, S. E. Clark and W. R. Chapman.

In the election of officers, there was a spirited contest in the election of executive board members. The first balloting resulted in a tie, and it required another vote to elect.

The boys are expecting Brother Joe Collier's new son down at the Superintendent's office to apply for a job. Anyhow, the family has our congratulations.

Brother Wm. Stripling is in the hospital and we hope for his speedy recovery.

Mrs. Johnson, wife of Brother H. J. Johnson, is on the sick list. We trust she will early recover.

—898.

STAMPEDE TO ALBERTA

Calgary, Alberta.—Local Division No. 583 sends greetings for 1924.

We held our elections for the year and put Brother Thos. Halpin in the chair by acclamation. Brother Jones was re-elected vice-president, defeating Brothers Sligo and Burns.

Our meetings are poorly attended just now but we are sending an appeal to the brothers to show up in stronger numbers, and expect soon to report 100% attendance.

The arbitrators for seniority gave their award in favor of the present system in allotting runs. This question has caused trouble, vexation and expense to this local and our advice to others is "Keep Off." We will try and send a delegate to the next convention. May have to send him by "Blind Freight" but he will get there.

We are having a stampede in Calgary this year, which is to be the best in America. So, if any brothers journey this way, call, and see us and we will help you to "whoop er up."

—CASEY.

Among the methods adopted to destroy the Building Trades Unions is one that is worked consistently as a means of effecting guaranteed profits in a measure agreeable to the profiteers engaged in builders' supplies manufacturing and sale. The builders' supplies manufacturers of course, are pri-

marily organized to fix prices on their products so that their business will be the least affected by competition other than that which is mutually prescribed in a way that will prohibit the trespassing of one manufacturer upon the business possibilities of another. This system or organization has long since been extended to control their products in commerce, and thereby takes in the man or concern that sells the products to the builders. This Employers' Association, which might be more clearly styled Manufacturers' and Merchant's Association, and in some places known as such, has in various localities lent itself as an instrument for the control of wage rates. This, of course, has been going on for years and in many cities even the building trades workers have experienced its effect. Shortly after the armistice was signed, for use as a camouflage patriotism, the Employers' Association—manufacturers and merchants—adopted the slogan "American Plan." In San Francisco the building trades are practically in control of the wage fixing. Local profiteers have endeavored in various ways to destroy the building trades organizations in San Francisco but have met with failure. In extending their endeavor, the manufacturers and their associate commercial interests, as they have done for years in various other cities, denied to the local contractors in San Francisco, the privilege of purchasing necessary building materials, except that they should be purchased on the price fixing control of building construction. That this control could be obtained, the manufacturers and their commercial associates endeavored to compel the purchasers of building supplies to obtain a permit from the manufacturers and merchants association. The granting of this permit was to be protected by the precaution that no permit should be granted except to purchasers who would submit to the price fixing control in the contracting for the construction of buildings. Evidence of this nature was obtained by building contractors in San Francisco and by those who wished to have buildings erected and the case was brought before the federal court. An injunction order was issued by the court, restraining the combination in interstate commerce from withholding sales to those who were unable to obtain the permit for purchase. Just what protection those who wish to have buildings erected in San Francisco will obtain from this injunction remains to be seen. One thing is certain, labor is certainly organized in San Francisco to care for itself and unless this method of control of supplies ceases, there will be but very little building done in San Francisco. So it may be presumed that the injunction order will be observed and this method of price control will be substituted by something else that will be invented by the intrigue of those representing the manufacturers and merchants' Association. However, the Department of Justice under Attorney General Daugherty is considerably advertising this injunction procedure in a way to indicate that Mr. Daugherty was championing justice for or-

ganized labor, or the building trades organizations. Following the enthusiasm with which the Attorney General used his Department in the endeavor to sustain the railways of the United States in destroying the shopmen's union, those of organized labor are liable to interpret the true motives behind this injunction. It is understood that the complainants were not representative of the building trades unions of San Francisco.

THE SONG OF THE SHIRT

The Sweating System

Chosen from Thomas Hood, by Roberts, Cor. 569.

With fingers weary and worn, with eye-lids heavy and red,
A Woman sat in unwomanly rage, plying her needle and thread;
Stitch! Stitch! Stitch! in poverty hunger and dirt,
And still with a voice of dolorous pitch, she sang the "Song of the Shirt."

"Work-work-work! while the cock is crowing aloof!
And work-work-work-till the stars shine through the roof.

It's O! to be a slave along with the barbarous Turk!
Where woman has never a soul to save, if this is Christian work.

Work-work-work-till the brain begins to swim,
Work-work-work-till the eyes are heavy and dim;
Seam and gusset and band, band, and gusset and seam

Till over the buttons I fall asleep, and sew them on in a dream.

"Oh, Men with sisters dear! O! Men with mothers and wives!

It is not linen you're wearing out but human creatures lives,

Stitch-stitch-stitch in poverty, hunger and dirt,
Sewing at once with a double thread, a shroud as well as a shirt.

But why do I talk of Death—that phantom of grisly bone?

I hardly fear his terrible shape—it seems so like my own,

It seems so like my own, because of the fasts I keep!
Alas! that bread should be so dear, and flesh and blood so cheap.

Work-work-work my labour never fags;
And what are its wages? a bed of straw, a crust of bread and rags.

That shattered roof—and this naked floor, a table, a broken chair,

And a wall so blank, my shadow I thank for sometimes falling THERE.

Work-work-work! from weary chime to chime,
Work-work-work-as prisoners work for crime,
Band and gusset and seam—seam and gusset and band

Till the heart is sick, and the brain benumbed, as well as the weary hand.

Work-work-work, in the dull December light,
And work-work-work, when the weather is warm and bright,

While underneath the eaves the brooding swallows cling,

As if to show me their sunny backs, and twit me with the spring.

O! but to breathe the breath of the cowslip and primrose sweet,
With the sky above my head, and the grass beneath my feet,

For only one short hour to feel as I used to feel,
Before I knew the woes of want, and the walk that costs a meal.

With fingers weary and worn, with eye-lids heavy and red,
A woman sat in unwomanly rage, plying her needle and thread.

Stitch-stitch-stitch, in poverty, hunger and dirt;
And still with a voice of dolorous pitch,
(Would that it's tone could reach the rich!)
She sang this "Song of the Shirt."

BRITISH COLUMBIA AGREEMENT

AGREEMENT entered into (in duplicate) this 11th day of October, One Thousand Nine Hundred and Twenty-Three, between THE BRITISH COLUMBIA ELECTRIC RAILWAY COMPANY, LIMITED, hereinafter called "The Company," and THE AMALGAMATED ASSOCIATION OF STREET AND ELECTRIC RAILWAY EMPLOYEES OF AMERICA, representing the employees of the said Company affected by the agreement hereinafter called "The Association."

WITNESSETH, that the following Wage Schedule and Working Conditions shall take effect and be binding upon the parties hereto, and shall govern all employees of the Company referred to therein, except the Conductors, Motormen and Trainmen employed on District 2 and 3 (Lulu Island Branch and Fraser Valley Line) and Saanich Division.

PART I. Wage Schedule

Section 1. This Wage Schedule and the Working Conditions submitted herewith shall be binding on the Company and its employees for one year from the first day of September, 1923, and thereafter until changed by the parties hereto.

Either of the parties desiring to change same or open up the Agreement or Wage Schedule shall give to the other party at least thirty days' notice in writing, such notice to expire on the 1st September, 1924, or at any time thereafter.

Section 2. The following rate of wages shall be paid from and after the first day of September, 1923, during the life of this Agreement:

(a) On city and suburban lines, Motormen and Conductors shall receive:

First six months.....	52¢	per hour
Second six months.....	56½¢	per hour
Third six months.....	59½¢	per hour
Thereafter.....	62¢	per hour

(b) One-man Car Operators, 68¢ per hour.

(c) Motormen and Conductors in work train service shall receive 2¢ per hour in addition to above rates.

(d) On interurban lines, being District 1, District 4, 16th Street Yard and Carrall Street Yard:

Passenger Motormen and Conductors:		
First six months.....	52¢	per hour
Second six months.....	57½¢	per hour
Third six months.....	61¢	per hour
Thereafter.....	64¢	per hour

Freight Motormen and Conductors:		
First six months.....	55¢	per hour
Second six months.....	60¢	per hour
Third six months.....	64¢	per hour
Thereafter.....	66½¢	per hour

Passenger Brakemen:		
First six months.....	52¢	per hour
Second six months.....	55½¢	per hour
Third six months.....	58½¢	per hour
Thereafter.....	61¢	per hour

Freight Brakemen.....	62¢	per hour
Trolleyman.....	60¢	per hour

(e) All work done on Sundays to be paid for at the rate of time and one-quarter. Holidays at the rate of time and one-half.

(f) Extra men to be guaranteed a minimum monthly earning of eighty-seven dollars and fifty cents (\$87.50).

(g) Shop and Barn Wages:

Motor Car Repairers and Freight Car Repairers:		
First six months.....	55¢	per hour
Second six months.....	59½¢	per hour
Third six months.....	62½¢	per hour
Thereafter.....	65¢	per hour
Armature Winders' Helpers, Blacksmiths' Helpers, Carpenters' Helpers, Machinists' Helpers and Sawyers:		
First six months.....	50½¢	per hour
Second six months.....	55¢	per hour
Third six months.....	58¢	per hour
Thereafter.....	60½¢	per hour

Barn Janitors and Car Cleaners:		
First six months.....	48¢	per hour
Thereafter.....	54¢	per hour

Freight Car Inspectors.....	67¢	per hour
Freight Car Repairers' Helpers.....	55¢	per hour
Painters.....	71½¢	per hour
Freight Car Painters.....	58¢	per hour
Brush Hands.....	55¢	per hour
Carpenters.....	71½¢	per hour
Freight Car Carpenters.....	65¢	per hour
Machinists.....	74¢	per hour
Babbitter.....	67¢	per hour
Trolley Retriever Repairer.....	67½¢	per hour
Blacksmiths.....	74¢	per hour
Car Wiremen.....	69¢	per hour

Air Brake Fitters.....	69¢	per hour
Armature Winders, 1st Class.....	74¢	per hour
Armature Winders, 2nd Class.....	69½¢	per hour
Armature Winders, 3rd Class.....	67¢	per hour
Leading hands while so acting to receive 3¢ per hour extra.		

(h) Apprentices:

First year.....	31¢	per hour
Second year.....	35½¢	per hour
Third year.....	41½¢	per hour
Fourth year.....	46¢	per hour

(i) Freight Shed Department:

Checkers.....	56¢	per hour
Truckers.....	53½¢	per hour
Auto Drivers.....	\$119.30	per month
Rate and Chief Clerk.....	142.15	per month
Cashier.....	137.65	per month
Accountant.....	133.15	per month
Switching Clerk.....	119.65	per month
First Abstract Clerk.....	119.65	per month
Second Abstract Clerk.....	115.15	per month
Billing Clerk.....	110.65	per month
Demurrage Clerk.....	110.65	per month
Shedman (Chilliwack).....	115.15	per month

(j) Track Maintenance Men:

Interurban—Includes all men employed on inter-urban lines:

First three months.....	47¢	per hour
Thereafter.....	51½¢	per hour

City—Includes all men employed on city and sub-urban lines:

First three months.....	51½¢	per hour
Thereafter.....	56¢	per hour

Foremen:

Regular Gang Foremen.....	\$123.80	per month
Extra Gang Foremen.....	132.80	per month

Where section houses are not provided free by the Company, \$5.00 per month extra will be paid in lieu of same.

Track Welders.....	67½¢	per hour
Track Welders' Helpers.....	58¢	per hour

(k) Monthly Employees:

Baggage-room Men (Vancouver).....	\$119.65	per month
Baggage-room Men (New Westminster).....	115.15	per month
Auto Drivers.....	119.30	per month
Interlocking Tower Men.....	111.30	per month
Depot Master, Carrall St.....	119.65	per month
Ticket Clerks, Terminal Office.....	120.15	per month
Train Dispatchers.....	193.50	per month

(l) Bridge and Building Master's Maintenance

Gang:

Carpenters, Painters and Pipe Fitters regularly employed.....	69½¢	per hour
--	------	----------

(m) Station Agents:

Cloverdale.....	\$120.65	per month
Milner.....	120.65	per month
Langley Prairie.....	120.65	per month
Sardis.....	125.15	per month
Clayburn.....	125.15	per month
Abbotsford.....	138.65	per month
Huntingdon.....	125.15	per month
Chilliwack.....	138.65	per month
Steveston.....	125.15	per month
Marpole.....	143.15	per month
Assistant Agents.....	116.15	per month
Steveston Assistant Agent.....	80.15	per month

*When living quarters are provided this rate to be revised.

WORKING CONDITIONS

Part II.—General Recognition of Association

3. The Company recognizes the Employees' Union or Association, and will not discriminate against any employees because of his connection with same. The Company agrees that all employees affected by this Agreement shall, within one month after appearing on the payroll, become and shall remain members of the Association in order that all questions and grievances may be dealt with by one head. In case of suspension or expulsion of any of its members by the Association, the Company agrees to suspend or dismiss from its service such members, upon the satisfactory proof of such misconduct alleged for which suspension or expulsion is made. Shop and barn men, however, not to attain seniority rank until three months have elapsed from date of entering employ.

Interference by Association

4. The Association agrees that it will not in any way interfere with or limit the right of the Company to discharge or discipline its employees for sufficient cause except for membership of the Association.

Dismissal for Inefficiency

5. The Company shall have the absolute right to dismiss any employee for inefficiency provided an employee so dismissed shall have an appeal to the Presi-

dent. In the event of the President's decision not being satisfactory to the Association, the case shall be subject to arbitration under Sub-section (c) of Section 7 of this Agreement.

Advising Association of Names of Employees

6. The Company shall forward the names of all men entering its employ affected by this Agreement to the secretaries of the division within one week after the date of their first pay cheque.

Grievances

7. (a) Properly qualified officers of the Association Divisions shall be recognized by the Company in discussing any grievance of any employee. Grievances will first be presented to the local Manager or Superintendent, and if a satisfactory adjustment cannot be obtained, an appeal will be made to the President.

(b) Any employee suspended or dismissed for cause, and upon investigation not being proved guilty, shall be reinstated and paid for all time lost through such suspension or dismissal. Investigation of a charge in cases of suspension or dismissal shall be held within four days. The suspended or dismissed employee shall be notified at least 24 hours in advance when and where to attend, and also be notified of the nature of the charge laid against him. He shall have the right to produce witnesses and evidence thereat, and also the privilege of having officers of the Association present, if he so desires. Final decision in all cases of suspension or dismissal shall be given within 48 hours after the hearing of the charge is closed.

(c) In the event of a decision given by the Company under the foregoing subsection not being considered just and equitable by the Association, the Company agrees to refer same to a Board of Arbitration, which Board shall consist of one officer of the Company and one officer of the Association. These two shall meet within 48 hours and select a third arbitrator or umpire, and in the event of a disagreement and a selection not being made within five days such umpire shall be appointed by a Judge of the Supreme Court. The decision of the Board shall be final and binding on all parties. Each party shall bear the expenses of its own arbitrator, and the expenses of the umpire shall be borne equally by the parties hereto.

(d) If any employee has been suspended or dismissed for any violation of duty constituting, in the opinion of the Company, an indictable offense, then the Company shall immediately inform such employee to that effect, designating such violation, without being required to furnish the evidence in support thereof. If the Association is not satisfied with such suspension or dismissal, it shall within seven (7) days notify the Company in writing to that effect, and if within seven (7) days after receiving such notice the Company does not criminally prosecute the employee for such alleged violation, then such suspension or dismissal shall be subject to arbitration and dealt with under the foregoing subsection.

It is understood that the provisions of this subsection are not in any way to impair, affect or delay criminal proceedings being taken at any time against any employee.

Leave of Absence

8. (a) Should the business of the Division so increase that it becomes necessary to have a Business Agent, and an employee is appointed, then the Company shall recognize the employee so appointed as Business Agent, and he shall retain his seniority in the Company's service and have access to the Company's premises at all reasonable times upon application to the official in charge.

(b) Officers of the Association shall be granted leave of absence on Association business in so far as the regular operation of the service will permit, and shall be given precedence over any other application for leave on the same day.

(c) Any employee elected to office in the Association which requires his absence from the Company's employ shall retain his seniority rights, and shall upon his retirement from such office return to the Company's employ.

(d) Employees shall be granted leave of absence on application to their respective foremen or superintendents where such leave of absence does not exceed fourteen days, in so far as the proper operation of the service will permit. All applications for a longer period shall be made through the Business Agent or President of the Association, and taken up with the proper official of the Company and dealt with in accordance with the priority of the applications. Three months' absence shall be granted if desired, after one year's service, in so far as the proper operation of the service will permit. No leave of absence for more than fourteen days will be recognized

unless jointly approved of by the Company and the Association. No leave shall be granted for the purpose of entering other occupations.

Leave granted for the business of the Association shall not be included in the foregoing.

Rules and Regulations Governing Employees

9. All employees shall be governed by the rules and regulations established from time to time by the Company, and shall also strictly observe all special orders bulletined or verbally conveyed by the officers of the Company, unless such orders are contrary to law or to the provisions of this Agreement.

Complaints to be in Writing

10. All complaints to the Company brought against employees and resulting in suspension or dismissal (except as provided in clause 7 (d) must be in writing, and the papers shall be open to the inspection of the officers of the Association.

Promotion

11. In accordance with the past policy of the Company, promotion will, as far as possible, and having due regard to the needs of the service, be governed by seniority and proficiency; but in all matters of promotion and appointments the Company reserves the right of absolute freedom in selection. When vacancies occur, notice of same will be given on the bulletin boards so that employees may make application for position.

Holidays

12. Monthly men shall be given two weeks' holiday after one year's service, and shall be paid for same. Public holidays not included in the two weeks.

Payment of Wages

13. Payment of wages shall be made semi-monthly on the 8th and 23rd of each month, or as near thereto as practicable, having regard to Sundays and holidays. Shortages and omissions caused by the fault of the office staff shall be paid by special cheque if requested by the employee. A clerk shall be employed in the New Westminster office to deal with adjustments of wages of employees on interurban lines, Westminster City lines and in Westminster Car Shops. Cash to be available for paying cheques after banking hours.

Concessions

14. (a) Any employee covered by this Agreement will be entitled, on becoming a consumer, to gas concessions as heretofore, and to purchase electric light from the Company for the use of himself and his family only at four cents per kilowatt hour as measured by meter, and subject to such regulations for the use of same as the Company may issue from time to time; the Company to install meters free and charge no rent for same.

(b) Free transportation shall be granted to all employees at all times over all lines within the city in which they are employed, or over the interurban district on which they are employed. Under special circumstances the Company may grant, upon request, a pass to an employee covering transportation between the nearest interurban station to his home, and the place where he is employed should he be living in a district where city car accommodation will not adequately cover his needs. Track men on District 2 to have passes good on Vancouver or Westminster city lines, as desired.

(c) Each employee shall be granted one round-trip pass per week for himself, wife and members of his family wholly dependent upon him, over Districts 1, 2 and 4, good on any day of such week, and four round-trip passes per year over District 3 or Saanich line, good on any day except Saturday, Sunday or public holiday, or day preceding a public holiday.

(d) Any employee residing on the interurban lines shall be entitled to purchase settlers' tickets, not exceeding thirty per month, at half rate for his wife and the members of his family wholly dependent on him, unless this provision is contrary to law; provided, that the minimum rate for such tickets shall be six (6) cents.

(e) Motormen and Conductors' badges will cover transportation at all times over all lines except on District 3, where they will not be good on Sundays and holidays.

(f) Any employee making wrongful use of any of the concessions granted by this clause or transferring them to persons not authorised to receive them shall be dismissed from the service.

Accident Reports

15. Fifteen minutes will be paid for making out accident reports; when Motorman and Conductor make out statement of accident they shall each receive fifteen minutes' pay.

Time for Reporting

16. Employees held off on Company's business by order of the Company's officials will be paid schedule

rates for time lost and will be reimbursed reasonable expenses when away from home. Like rates and expenses shall be paid to employees when compelled to attend inquests or court on subpoena requested or procured by the Company's officials, the Company to receive and retain any witness fees payable.

Any employee requested to attend at the Head Office in connection with claims or accidents not the fault of the employee, shall be paid straight time for such attendance.

Present Working Conditions

17. Any working condition at present in force which is not specifically mentioned in this Agreement and is not contrary to its intention shall continue in effect; provided, that should any dispute arise as to the existence of any such working condition, then the President shall decide the matter. If the decision is not satisfactory to the Association, then it shall have a right of appeal to a Board of Arbitration, to be constituted under and having all the powers outlined in Subsection (c) of Section 7 of this Agreement.

Holidays—Meaning of

18. When the word "holidays" appears in this Agreement it shall be deemed to mean New Year's Day, Good Friday, Victoria Day, Dominion Day, Labor Day, Thanksgiving Day and Christmas Day.

Exceptions to Closed Shop and Seniority

19. The Closed Shop and Seniority clauses of the Agreement shall not apply to Track Foremen, Freight Office Staff, Station Agents, Storekeepers, Westminster Barn, Carrall Street Depot Master, Ticket Clerks at Terminal Office and Train Dispatchers.

PART III.

**CITY AND SUBURBAN LINES
Motormen and Conductors Overtime**

20 (a) When a man is compelled to work over schedule running time, time and a half will be allowed up to 12 midnight, and double time after 12 midnight until he is relieved from duty. (This to apply to men working day runs).

(b) Men working night runs, after finishing their run shall be allowed time and a half up to 2 a. m. and double time thereafter until relieved from duty.

(c) When an extra man is required to work over 8½ hours he shall receive time and a half up to 11 hours, and double time thereafter until relieved from duty.

(d) Men working owl runs shall be allowed time and a half after running time up to eleven (11) hours, and double time after eleven (11) hours until relieved from duty.

Eight Hour Day

21 (a) Eight hours to constitute a day's work and shall be observed as far as operating conditions permit. When operating conditions necessitate a longer schedule time than eight hours and twenty minutes on some runs, no overtime is to be allowed for such additional twenty minutes, but beyond eight hours and twenty minutes overtime shall be paid. Traveling time to be included in the eight hours and twenty minutes.

(b) Runs less than eight hours and not less than seven hours and fifty minutes shall be paid eight hours' time, the Company undertaking that the number of such runs shall not be more than three per cent. of the total number of regular runs.

Running Sheets

22 (a) A new running sheet for city and suburban cars shall be posted every two months, and shall be signed up within five days of posting. Each new running sheet shall take effect on the first day of the month; provided, however, the Company reserves the right to extend the time for bringing a new running schedule into effect if foggy weather or other exceptional conditions prevail.

(b) The Company is to have the right to change the running sheet during Exhibition week or on holidays, or in the event of an unforeseen occurrence happening which so interferes with traffic as to require a change. If the change at any time exceeds one week, then the Company shall post a new running sheet.

(c) The Association shall have the right to appoint two representatives to co-operate with the Traffic Department in the construction of new running sheets, and the suggestions of the representatives will be adopted as far as possible. The completion of the sheet by the specified date shall not be retarded unduly, and in the event of the Traffic Department not considering the suggestions possible the representatives shall show on paper the possibility of carrying out the suggestions.

The sheet must be made up on the basis of the Company's running schedule.

Day Off in Eight

23. Motormen and Conductors on regular runs must be allowed every eighth day off except on holidays and Exhibition week, when all Motormen and Conductors will be available for service; provided, that the Motormen and Conductors considered necessary by the Company for service on these occasions shall be given three days' notice.

Reporting Time

24. (a) Motormen and Conductors taking cars out of the barn before eight (8) o'clock in the morning on week-days and twelve (12) o'clock on Sundays shall be paid ten minutes in addition to schedule running time; after eight (8) o'clock on week-days or twelve (12) o'clock on Sundays they shall be paid five minutes.

(b) Motormen and Conductors on regular runs shall be paid five minutes in addition to schedule running time for returning car into barn.

(c) Conductors making relief on the road shall be allowed five minutes for taking out fare box and supplies, and shall be paid traveling time according to schedule running time from the nearest office to relief point, and from relief point to the nearest office.

(d) Motormen who have to take run ten minutes or more from car barn shall be paid traveling time to and from point of relief.

(e) Motormen and Conductors called for work on the early morning show-up list shall be paid from time they report until relieved, no report to be less than two hours.

Breaking in New Men

25. The Company shall pay extra to conductors and motormen for breaking in new men at the rate of three cents per hour. Men breaking in new men shall have served at least one year in the service, and will be selected by the Company in accordance with their efficiency.

Definition of Runs

26. Day Run: Any run of eight hours or more finishing at or before 6:30 p. m.

Early Night Run: Any run of eight hours or more finishing before 8:30 p. m.

Night Run: Any run of eight hours or more finishing between 6:30 p. m. and 1 a. m.

Owl Run: Any run of eight hours or more finishing after 1 a. m.

Block Run: Block runs shall be classed as regular runs with the exception of those containing one owl run or more, which shall be classed as owl runs.

Special Runs: Any run of less than eight hours.

Uniforms

27. Each regular conductor and Motorman, if required by the Company, shall wear uniform and cap while on duty, and the Company shall provide such employe with one full uniform, including cap and one extra pair of pants, each year. The cost of said uniform and cap to be, in so far as contributions by the Company are concerned, based upon a fixed price that shall be agreed upon by the Company and the Association. The Company's contribution shall be one-half of said fixed price.

Union scale of wages for making the uniforms will prevail.

In the event of any employe damaging or destroying his uniform in the execution of his duty, the Company will make good the damage or supply free an extra uniform, if the case warrants. Any employe who has been in the employ of the Company for six months and has had a uniform for three months shall upon leaving the Company's service not be required to pay more than one-half the cost of such uniform. (This section shall also apply to interurban lines).

Changers

28. Conductors' changers to be furnished by the Company and to remain the property of the Company.

Minimum Age

29. No new men shall be employed as Conductors or Motormen who are under the age of twenty-one years.

Extra List

30. The Company shall endeavor to maintain at all times an adequate and proper extra list, up to twenty per cent. of the regular men, if the obtaining of them is practicable. No Motorman or Conductor after finishing a run shall be required to do extra work if there are any competent men available, and the Company will endeavor at all times to provide a sufficient number of extra men so that any Motorman or Conductor will not be required to work over schedule running time.

Change Money

31. All Conductors on passenger runs shall be

supplied with up to \$30.00 change money, according to the necessities of their run.

Work Trains and Line Cars

32. All regular work trains shall be operated by a fully qualified crew, and each line car shall be operated by a fully qualified Motorman. Such crews shall sign on a special sheet for a period of six months, from July 1st to December 31st, and from January 1st to June 30th; provided, however, the Company reserves the right to withdraw any car or cars referred to in this clause, whereupon the crews signed for any car so withdrawn shall be assigned to duty in their proper position in the passenger service, and a new running sheet posted, if necessary. And further provided, that crews signed as above, if not required for work train or line car service on any day, may be assigned to duty in the passenger service by the superintendent for the day or days said work train or line car is temporarily out of service. The Company to put on a pilot when necessary on interurban lines, superintendent to decide, and to be guided in his decision by the necessity of one of the crew at least knowing the road.

Temporary Change of Work

33. Men compulsorily taken from their runs and put into temporary positions shall be paid the same rate as they would be paid on their respective runs, and shall not have their wages reduced owing to shortage of hours.

Leave of Absence

34. Men absent on account of sickness shall notify their superintendent when desirous of returning to duty, not later than 1 o'clock p. m. of the preceding day, and shall be restored to the former run held by them when taken ill, unless there has been a change in the run list. Men on leave of absence shall be booked for their run without this requirement at expiration of leave, if leave is not more than fourteen days.

Heating Vestibules

35. The system of heating front vestibules to be as at present unless the Company decides to improve thereon. Two heaters to be provided on double-end cars.

Hand Rails

36. Hand rails on P. A. Y. E. cars to be covered with suitable material.

Lavatories

37. Lavatories shall be provided at the most suitable terminal of each line, as far as practicable. Such lavatories shall be kept in a sanitary condition and be equipped with a serviceable lock and key.

Lockers

38. Lockers to be provided where this arrangement is not already in effect as far as practicable.

Spread-Over

39. In the event of a run not being completed within ten hours of the commencement of the first shift, all such overtime shall be paid for at the rate of twenty cents per hour in addition to work pay, the Company agreeing, as far as practicable, to complete runs within the following times:

50 per cent.	within 9 hours
10 per cent.	within 9 1/2 hours
20 per cent.	within 10 hours
10 per cent.	within 11 hours
10 per cent.	within 12 hours

PART IV.

INTERURBAN LINES

District 1, District 4, 16th Street and Carroll Street

Yards

RUNS

40. A new running sheet on passenger service, to go into effect on the first day of each month, shall be posted not later than the twenty-fifth of preceding month for signing. A new running sheet for freight service, to be signed up every three months, shall be posted not later than the twenty-fifth of month preceding commencement of the three-monthly period for signing.

(a) Men will sign in order of seniority for the run they desire to work for the sign-up.

(b) Any man who does not wish to sign for a regular run may sign the spare sheet instead, and will be a spare man for the life of that sign-up.

(c) When it is known that a man will be absent for fifteen days or longer in the following month, he will be required to sign the spare sheet instead of a regular run.

(d) Every passenger run will be worked by the man signed up for it when in passenger service, and when he is absent from his run it will be worked by the senior competent man on the spare list.

(e) When a vacancy occurs in freight service through a regular man being absent or extra trains or cars being put into service, such vacancy shall be

filled by the senior competent man in any service who desires the run.

(f) In the event of new trains or cars being put into service for a period of six days or longer during the life of a sign-up, the senior competent man applying for the run shall take it, and his run shall be worked by the senior competent man on the spare list.

Work Train Crew

41. Work train crews to consist of conductor, motorman, and at least one brakeman and trolleyman.

Line Car Crew

42. Line car will be classed under work train basis. Line car crew consists of conductor and motorman.

Road Crew, Freight Service

43. Road crews in freight service, when handling from one to five cars in addition to the locomotive, will consist of conductor, motorman, one brakeman and trolleyman.

When handling more than five cars in addition to the locomotive, the road crew will consist of conductor, motorman, two brakemen and trolleyman.

Freight and Work Trains, Minimum Pay

44. Freight and work trains regularly set up, not less than twenty-six calendar working days to constitute a month at any service, and must be paid a proportionate rate for number of days held in service. This clause not to apply to the month of February.

Way Freight, Etc., Crews

45. A way freight, express or baggage motor crew to consist of at least one motorman, one conductor and one brakeman, except where business is light, when crew may, if consistent with safety, be composed of a conductor and motorman; superintendent to decide.

Way Freight or Milk, Unduly Heavy

46. If the work on any way freight or milk train is unduly heavy, it will be lightened by employing additional men. Superintendent to decide.

Passenger Service

Passenger Crews, One Car

47. A passenger crew for one car consists of at least one motorman and one conductor.

Passenger Crews, Two Cars or More

48. Passenger trains of two cars, one brakeman in addition to conductor and motorman. All other passenger trains to be manned as safety and traffic demand. Superintendent to decide.

Trainman, Definition Of

49. The term "trainman" means a man employed by the Company exclusively for service as a conductor, motorman, brakeman or trolleyman, and shown on its lists and records as having been assigned to the train service.

Home Terminals

50. (a) The home terminal of all trains shall be designated when runs are advertised for signing.

(b) New Westminster depot shall be the home terminal for all spare men.

(c) Men working runs whose terminal is other than New Westminster depot shall be entitled to relief for one full day each week in addition to any relief rendered necessary by illness.

(d) Any man required to work a run which ties up away from his home terminal shall be provided with suitable lodgings or allowed cost of same.

Overtime

51. (a) When a man holding a regular passenger run is compelled to work over eight (8) hours, he will receive time and one-half up to sixteen (16) hours, and double time after sixteen (16) hours until relieved from duty.

(b) Men holding freight, work trains or extra runs, if compelled to work over eight (8) hours shall receive time and one-half up to sixteen (16) hours, and double time after sixteen (16) hours until relieved from duty.

Night Men, Extra Allowance

52. All night men engaged in freight service on District 1 or 16th Street Yard shall be allowed 2 cents per hour extra over and above wages paid to day men. Night is defined to be from 6 p. m. to 6 a. m.

Eight-Hour Day

53. The rate of wages shall be based on a day's work of eight (8) hours.

Reporting Time

54. Fifteen minutes shall be allowed for reporting time for all service on Districts 1 and 4.

Runs Less Than Eight Hours

55. When schedule runs do not consume eight (8) working hours, the Company reserves the right to assign crews holding such runs further duties as required to complete full day's work, it being provided, however, that such further duties shall be

specified when runs are advertised. No freight work to be included in passenger runs.

Relief for Trainmen

56. In the event of a trainman requiring relief the Company will furnish such relief so long as there are extra competent trainmen not working, and the Company will be advised at 4 p. m. of the day previous that such relief is required, in order to arrange such relief, except in cases of emergency.

Reliefs will be granted in the order in which applications are received; all things being equal, regular men will have preference.

Rest for Trainmen

57. After sixteen (16) hours' duty a trainman may claim eight (8) hours' rest.

Regular Runs, Period Of

58. In so far as service demands and working conditions will permit, all regular runs shall be completed within eleven (11) hours, of commencement of first shift.

In the event of a run not being completed within eleven (11) hours, all such time over eleven (11) hours shall be computed as allowance time and shall be paid in addition to the working pay.

Extra Men, Minimum Pay

59. (a) Extra trainmen, called for duty which entails switching movements in and about any terminal yard, shop, station, or other point on the system, shall receive pay for actual time on duty; provided they shall be allowed for any such duty not less than two (2) such full hours.

(b) Extra trainmen called for duty involving road movements shall receive pay for actual time on duty; provided, that allowance for such extra duty shall not be paid less than two (2) hours.

(c) When an extra man is called for duty and works more than four (4) hours and less than eight (8) hours, he shall receive eight (8) hours' pay.

60. Any man needed for duty after 7 o'clock p. m. and not called before 5 o'clock p. m. shall be paid not less than four hours for such duty.

61. Trainmen's time shall be computed from the time men are required to report for their run and shall finish at the time they arrive at their home terminals after they have finished their run and been relieved of charge of their train.

62. A running sheet assigning men to vacant runs shall be posted not later than 5 o'clock p. m. of the preceding day, and if an extra man is not marked up correctly according to seniority he shall receive pay equal to the run which the mistake deprived him of, unless other work is provided for him within the same hours as far as practicable, and paying the same amount of time.

Calling Extra Men

63. Extra men to be called at place of residence for duty if place of residence is within one mile of terminal. Extra board to be placed in men's waiting room.

Students' Pay

64. Students whilst breaking in as trainmen shall be paid at least one dollar per day during probation, provided that they qualify within fourteen days.

Freight Crews, Sign-Up

65. All road crews in freight service shall sign up for runs as follows:

A conductor in charge of train.

A motorman in charge of motor.

A rear brakeman to be a conductor.

A trolleyman.

A head brakeman to be motorman or conductor according to seniority.

Meals, Allowance Time

66. Trainmen on duty shall be allowed time, not to exceed thirty (30) minutes, for meals, when detained from home terminal in any capacity, and shall be paid for time so consumed. Dispatcher's permission must be obtained.

Pilots

67. When a train is being operated over any district other than that over which the crew operating the train is acquainted with the physical characteristics or running rules of such district, qualified trainmen will be supplied as pilot. Pilots will be paid same rate as their seniority entitles them to as conductors.

Trains Running Over Two Districts

68. Where trains are operated over two or more districts or lines, such runs shall be pro-rated among such districts on a mileage basis as deemed fair by the superintendent, who will hear claims of such districts in connection with such distribution. Trainmen of each district will be tendered the through runs assigned to such districts in accordance with seniority, and the judgment of said superintendent as to competence, as above set forth.

A joint meeting to be arranged between the committees of the districts affected to decide the basis on which these runs shall be pro-rated.

Qualified Trainmen to Operate Trains
69. No employe not a qualified trainman shall be allowed to operate a train on any district unless absolutely necessary.

Change Money
70. Conductors shall be provided with fifteen dollars (\$15.00) change money for passenger work.

Trip Reports
71. Where trip reports detain conductors after day's work they will be paid reasonable time for same.

Dead-Heading
72. Trainmen dead-heading will be paid actual time to and from home terminal.

Men Taken Off Regular Run
73. A trainman taken from his regular run to other duty shall receive not less than the same compensation as on his regular run, and if held for service in addition to their regular run, they will be paid at overtime rates until relieved, if called for duty within three hours after tie-up; the interval not to be paid for.

Seniority
74. Runs shall be awarded to qualified trainmen in accordance with their seniority on the district on which they are employed.

Shortages in Pay
75. Trainmen will be notified when time is not allowed as per time slips, with reasons therefor, and shortages and omissions in pay will be paid by time card if requested by trainmen, with as little delay as possible.

Seniority
76. Trainmen's seniority shall commence from time application is accepted, and same shall be furnished to Association if desired.

Reporting After Lay-Off
77. Trainmen after laying off shall report for duty at 2 p. m. the day before they desire to resume duty; otherwise shall not be entered on the board for their regular run.

Sickness, Etc.
78. Trainmen sick or unfit for duty will register in proper book, and when they O. K. for duty again, they will take their regular run.

Competent Brakemen
79. One brakeman on each train or car must be competent and have at least four (4) months' experience as such, and the same or other brakeman must be acquainted with the road. A conductor will not be required to take out a brakeman who is found to be incompetent more than one round trip, unless his alleged incompetency on investigation is disproved.

Bad Order Cars
80. Trainmen will not be compelled to handle "bad order" cars on trains, draft gear of which is defective and requires to be changed, further than to take care of perishable freight or live stock that may become disabled en route to the first terminal. Under no circumstances will trainmen be compelled to handle cars behind van, or other than official cars.

Discharge or Resignation
81. When a trainman is discharged or resigns he will as soon as practicable be paid and given a certificate stating the term of service and in what capacity he was employed, three days to be considered sufficient; if held longer, he will be paid eight (8) hours per day at the rate he was receiving.

Extra Work and Extra Men
82. Regular crews after finishing their run will not be required to do extra work if there are extra men available.

The Company will endeavor at all times to provide sufficient number of extra men so that regular men will not be required to do such extra work.

Seniority List
83. Seniority list of trainmen will be posted up every six months.

Brakemen, Examinations
84. Senior brakemen will be required to pass their examination for conductor in turn. Brakemen refusing their promotion to conductor or failing to qualify for same will in failing rate junior to the man who has qualified ahead of them. This clause will apply to trolleyman also.

Eight Hours' Rest
85. Where other men are available, men working night runs will not be required to report for duty or to work runs until they have had eight (8) hours' rest after the completion of their night's work.

PART V. SHOP AND BARN DEPARTMENTS Night Men

86. (a) All mechanics and mechanica's helpers in Mechanical Department on night work to receive 5

cents per hour additional to regular rate received by them on regular day work.

(b) All vacancies for day work to be recruited from night men, seniority and proficiency to govern.

Hours of Work
87. For all Shop and Barn employes and Freight Car Repair Department:

(a) Eight hours shall constitute a day's work.

(b) The working hours of day men will be from 8 a. m. to 5 p. m., with one hour off for lunch between 12 noon and 1 p. m., for first five days of the week, and from 8 a. m. to 12 noon on Saturdays.

(c) The working hours of night men shall be any eight consecutive hours between 10 p. m. and 8 a. m. with half hour off for lunch, for six nights per week.

(d) Men required to work shifts other than those specified shall be classed as night men and shall work eight consecutive hours for six days per week and shall receive 5 cents per hour extra for all time worked, except that the extra pay shall not apply to shifts starting before five (5) p. m.

(e) All overtime to be paid at the rate of time and one-half, except that when men are required to work more than five hours' overtime, after having already worked eight hours at straight time, they shall be paid double time for all time worked in excess of such five hours. Time and one-half will be paid for all work done on Sundays, holidays and Saturday afternoons.

(f) Night men required to work over eight hours to be paid overtime rates, also for the seventh night when required to work, and overtime rates for all work done on holidays.

(g) As large a proportion as possible of the employes shall have their night off at week-ends, and provision will be made that employes shall have their leave at week-ends in turn.

(h) Extra duty involving overtime to be taken by employes in rotation as far as it may be convenient.

(i) Emergency calls shall be paid not less than four hours' time.

Notice of emergency calls will be given as early as possible.

Traveling Time
88. (a) Any man called to work in outside places from his own shop shall receive time for going to and coming from such places, also free transportation, except in the case of a man being transferred from one shop or barn to another for a period exceeding twenty days.

(b) Any man sent to Chilliwack to relieve barn men there, or to Jordan River, shall have all expenses paid.

(c) When men are called to places where food is not readily obtainable they shall not be required to work more than six hours without meals being supplied by the Company.

Moving Cars
89. When men engaged in car barns are required to move cars in making changes outside of barns, there shall be not less than two men in service on a car or cars.

Reduction of Staff
90. On reduction of staff through slackness of work, last on, first off; last off, first on; and a man shall not be considered a new man in restarting. Men on being laid off under this clause shall leave an address with the Company. Not less than forty-eight (48) hours' notice of resumption of work shall be given by the Company to the men by mailing advice to such addresses. If men do not appear to resume their positions, same shall be deemed to be vacated.

Blacksmiths' Helpers
91. Blacksmiths to have own regular helpers as far as circumstances will allow.

Tools
92. Car repairers to be supplied with all tools. Carpenters to be supplied with machinist's hammer and monkey-wrench and bits for repair work when required.

Lateness in Reporting
93. All employes in mechanical staff who are unable to report for work at specified time for good and valid reasons shall be allowed to start half an hour or one hour later. Superintendent to decide.

Lavatory Accommodation, Etc.
94. Suitable toilet and lavatory accommodation to be provided; mess-room accommodation, as far as practicable.

First-Aid Men
95. The Company shall name and appoint competent first-aid men to take charge of first-aid work and boxes at each barn and department.

Heaters
96. Heaters shall be installed inside each barn,

suitable for drying wet clothes. Each barn shall be heated between November 1st and April 30th.

Employment Application Form

97. All candidates making application shall only be required to state their last three employers on employment application form.

Car Cleaners, Transfer Of

98. Service as car cleaners to count on wage scale when cleaners are transferred to car repairing. Apprentices, Transference or Dismissal

99. Any Apprentice who, having served one year, in the opinion of the shop foreman shows no aptitude for acquiring the trade, will be transferred or dismissed, and all obligations accepted by the Company will of necessity be forfeited.

Definition of Trade Mechanics

100. Men who have served an apprenticeship or had four years' or over varied experience in the separate trades or callings as described in the next succeeding paragraphs shall be termed mechanics, and any man doing work which generally is accepted in Vancouver, New Westminster and Victoria as mechanics' work shall be paid at the minimum rate of pay, and the Company will not employ semi-skilled men for mechanics' work, or have helpers do mechanics' work or any part thereof.

Machinists

101. Men who have served an apprenticeship or had four years' or over varied experience in the operating of lathes, planing, slotting, milling, shaping, and tire-boring machines or other machine tools, and fitters who are capable of fitting up, assembling and repairing the various parts or details of engines or locomotives, stationary, marine, or any kind of machine or machine tools, and vice work generally, shall be designated as mechanics.

Blacksmiths

102. Any man who has served an apprenticeship of four years or who has had four years' varied experience at the blacksmith trade, and who, by his skill and experience, is qualified and capable of taking a piece of work, and with the use of drawings and blueprints or from instructions can transmit work to successful completion within a reasonable length of time, shall be considered a blacksmith.

Apprentices

103. Boys serving an apprenticeship to learn the trade shall be designated apprentices. Any boy hereafter engaging himself to learn any mechanical trade shall be over sixteen and under twenty-one years of age, must serve not less than four years, must be able to read and write English and know the first four rules of arithmetic.

Machinists' Helpers

104. The number of apprentices in the case of machinists shall be one for the shop and one for every four machinists employed. Helpers will not be advanced to the work of machinists, and when used in connection with machinists' work will work under the direction of a machinist.

Carpenters

105. Any man who has served an apprenticeship of four years or who has had four years' varied experience at the carpenter trade, and who by his skill and experience is qualified and capable of taking a piece of work, and with the use of drawings and blueprints or from instructions can transmit such work to successful completion within a reasonable time, shall be considered a carpenter.

Freight Carpenters

106. Any man who shall prove qualified to make satisfactory carpenter repairs to freight car bodies of any class, steel frame work excepted, wherein skill required for joiner or cabinet work is not necessary, and who can perform same within reasonable time, shall be considered a freight carpenter.

Painters

107. Any man who has served an apprenticeship of four years, or who has had four years' varied experience at the painters' trade, and who by his skill and experience is qualified to mix and blend paints to the colors required by specifications or otherwise, and who can perform successfully within reasonable time the work usually performed by a skilled painter, shall be considered a painter.

Freight Car and Rough Painters

108. Any man who can prove his qualifications to satisfactorily apply paint to freight car bodies and work of this class, and who can perform same within reasonable time, shall be considered a freight car or rough painter.

Brush Hands

109. Any man who by his qualifications can satisfactorily clean work preparatory to being painted, and also apply paint in a satisfactory manner to parts of car not requiring high-grade or varnish finish such as floors, outside roof, bottom of car,

window guards, fenders and piping, shall be considered a brush hand.

Air-Brake Fitters

110. Any man who has full knowledge of all pertaining to the mechanical side of air-brake equipment and is capable of repairing any part of same shall be considered an air-brake fitter.

Car Wiremen

111. Any man who has full knowledge of all pertaining to the wiring of electric cars, and is able to locate and repair all electrical trouble on electric cars and motors, shall be considered a car wireman.

Armature Winders

112. Any man who is qualified by his skill and experience to satisfactorily repair motor armatures and rewind same shall be considered an armature winder of one of the classes mentioned below, depending upon the number of years service he may have given in any armature room of recognized standing:

First-Class: One who has served four years or more in an armature room.

Second-Class: One who has served three years or more in an armature room.

Third-Class: One who has served less than three years in an armature room.

Blacksmiths' Helpers

113. A blacksmith's helper shall be permitted to have a fire after he has worked two years continuously in the shop where he is employed, provided there is a vacancy; seniority and competency to govern such advancement. An advanced helper shall agree to work for a term of three years, and each year shall receive an advance of 3 cents per hour, but not to exceed the minimum rate paid to blacksmiths. After three months' trial, should he prove incompetent, he may be reduced to helper. It will be the duty of the foreman to advance apprentices and advance helpers in all branches of their respective trades. The number of advanced blacksmiths' helpers or blacksmiths' apprentices shall not exceed the ratio of one to five blacksmiths.

PART VI.

TRACK MAINTENANCE

Definition

114. The term "track maintenance men" means employees who take their orders from the roadmaster or track foreman, and whose duties are to maintain the track in safe condition for operation. This definition to include extra gangmen who have been in the Company's service continuously for three months or more.

Number of Working Hours

115. Eight hours shall constitute a day's work, the hours to be from 8 a. m. to 5 p. m., or other hours mutually arranged, with one hour off for lunch, the first five days of the week, and from 8 a. m. to 12 noon for Saturdays, or as mutually arranged.

Night Work

116. (a) In the event of day gangs being required to do night work for a period of two nights or less, they shall not on that account be compelled to lose a day prior to the commencement of that night work, and they shall be paid overtime rates for the two nights.

(b) When a day gang is required to work eight hours per night for three nights or more in succession, it shall be considered to have been transferred to night work for the time being, but shall be paid at overtime rates for the first night's work.

(c) Gangs on steady night work to receive 5 cents per hour extra.

(d) Provided that the foregoing shall not apply to extra men known on for emergency work in connection with snow trouble.

Overtime

117. All overtime to be paid for at the rate of time and one-half, except that when men are required to work more than five hours' overtime, after having already worked eight hours at straight time, they shall be paid double time for all time worked in excess of such five hours. If called out before regular time of starting in the morning, to receive time and one-half until such regular time of starting. Time and one-half will be paid for all work done on Sundays, holidays and Saturday afternoons.

Emergency Work, Minimum Pay

118. If called out on emergency work, men shall be paid not less than four hours' straight time; no man to be required to work for longer period than six hours without meals being provided by the Company.

Payment from Assembling Points

119. Men to be paid time from assembling points to and from work.

NU-GAS In Your Present Stove

Better
Than
Coal to
Heat,
Cook,
Bake

No more slavery and droop-
ing of coal and wood.
Amazing device slips into
any stove in a jiffy. Mixes
one part kerosene with
twenty parts air, making
cheaper gas than city gas.
Don't build fire, just turn
tap. Heat almost instantly.



AGENTS
WRITE

WADE HILL MFG. CO., Dept. A19, St. Louis, Mo.

Section Tool-Houses

120. Section tool-houses to be provided on each section when circumstances warrant.

Reduction of Staff

121. Seniority list of maintenance-of-way men to be kept by the Company. If through slackness of work a lay-off becomes necessary, men shall be laid off in the following manner: Last on, first off; last off, first on. When men are needed, Section 90 to apply in so far as it relates to notices being sent for resumption of work. Provided that in moving men from one gang to another gang preference shall be given to married men, so that they shall not be moved farther from their homes. A separate seniority list shall be maintained for District 2 men.

Bulletining Vacancies

122. All vacancies for promotion amongst track maintenance men to be bulletined.

Night Watchmen

123. Night watchmen to be appointed from maintenance-of-way men on maintenance-of-way work, seniority to govern, provided that such appointment does not involve overtime.

Blacksmiths' Work

124. If men are taken from shops to do blacksmiths' work or blacksmiths' helpers work on maintenance-of-way, they shall receive regular shop schedule wages.

PART VII.

FREIGHT SHED AND BAGGAGE ROOM

Hours of Work

125. Freight shed and baggage room; Eight hours to constitute a day's work; hours to be from 7 a. m. to 4 p. m. or 8 a. m. to 5 p. m. according to the requirements of the service, with one hour off for lunch.

Lay-Offs

126. Lay-offs to be governed by Section 90.

Overtime

127. All overtime to be paid at the rate of time and one-half until 10 p. m., and double time thereafter until relieved from duty.

All time worked on Sundays or holidays to be paid double time, each man to work in turn.

Sundays Off

128. Baggage room men shall have every second Sunday off.

PART VIII.

Station Agents

129. (a) Regular working hours per day shall be designated for each agent, it being understood that the hours so designated shall enable the agent to attend to the regular scheduled trains.

(b) Ten hours shall constitute a day's work for all agents, for six days per week and Sunday hours shall not exceed one-half hour for attendance on each regular passenger or express train.

(c) Agents required to work outside of regular assigned hours shall be paid overtime for such work at the rate of time and one-half, based on schedule rates for a 26-day month; any portion of an hour less than 30 minutes not to count; any portion of an hour 30 minutes or over to count as one hour.

(d) Agents required to work over ten hours per day will be paid overtime at the rate of time and one-half for all time worked in excess of ten hours.

(e) All agents will be allowed sixty consecutive minutes for a meal.

(f) Overtime tickets will be sent in by agents to the proper official, and if overtime is not allowed, agent will be notified in writing within ten days, setting forth the reasons for time not being allowed.

(g) All agents will be relieved for two whole days per month without loss of pay. Section 12 of the general agreement to apply to agents for annual holidays.

(h) All agents will be furnished with dwelling-house, fuel and light free.

(i) Where agents are required to attend switch lamps they will be paid \$4.00 per month extra for six or less lamps, and 50 cents additional for each lamp in excess of six.

Bridge and Building Gang

130. Bridge and building master's renewals and maintenance gang to be included for hours of work and overtime rates same as mechanical department, for those carpenters, painters, pipefitters and all helpers employed on renewals, alterations and maintenance.

Section 90 to apply to this department to govern lay-offs.

Saanich Division

131. The question as to the position of the men of the Saanich Division and those of the 16th Street Yards in relation to this award is considered by the Board to be outside its jurisdiction, and the Board recommends that it be a matter of separate arbitration between the Association and the men involved. As witness the hands of the parties hereto:

BRITISH COLUMBIA ELECTRIC RAILWAY COMPANY, LIMITED.

GEORGE KIDD,

President,

W. G. MURRIN,

Vice-President.

AMALGAMATED ASSOCIATION OF STREET AND ELECTRIC RAILWAY EMPLOYEES OF AMERICA.

F. A. HOOVER,

President Division 101,

Vancouver.

A. J. BOND,

Financial Secretary, Division 134,

New Westminster.

W. H. GIBSON,

President Division 109,

Victoria.

W. H. COTTRELL,

Chairman Advisory Committee,

Division 101, 109 and 134.

F. A. HOOVER,

5th Vice-President A. A. of S. & E.

R. E. of A.

SOME STORY

Old Salt (narrating tale)—And then our ship, with its cargo of soap, went down.
Sweet Young Thing—Well, how were you saved?
Old Salt—I got me a cake of soap and was washed ashore.—Exchange.

"Laveraged"
\$20⁷⁷ profit per day
for 217 days

says L. D. Payne.
Frank DePras I. D. Payne made \$325 profit in one day. Kemper Slidell sold over \$3,000 in two years. F. E. Mendonhall only worked half time and made \$100 a week. We need more men to sell Super Fyr-Fyters to hotels, garages, stores, factories, schools, homes and auto-owners. Approved by Underwriters. Get our Plan, find out how to make real money. No experience needed, we train you free how to get orders. Good territory going fast—write us today! The Fyr-Fyter Co. 277 Fyr-Fyter Bldg., Dayton, O.

Ford Auto FREE!

We have a plan whereby our active workers can get a Ford without cost, in addition to their big cash earnings. Get the plan—quick!

PILES DON'T BE CUT
Until You Try This Wonderful Treatment.
My internal Method of treatment is the only correct one, and is sanctioned by the best informed physicians and surgeons. Ointments, salves and other local applications give only temporary relief.

If you have piles in any form write for a FREE sample of Page's Pile Tablets and you will bless the day that you read this. Write today.

E. R. Page, 307C Page Bldg., Marshall, Mich.

FASHION LETTER

Flounces, tiers and tunics emphasize the long lines of prevailing fashions.

Many draped effects are seen on dresses and on dressy wraps.

Blouses are longer, as many new models indicate, some reaching quite to the knee. Russian and Chinese ideas are featured, together with others that are novel and attractive. Some of the new blouses are of velvet, metal brocade or novelty satin, and some are beautiful in all over embroidered silk.

The smartest blouses are made without belts.

Shirtings indicate the newest idea in trimmings.

The revived leg o' mutton sleeve, and the redingote front are like 'old friends with new faces.'

The "swing" cape now shown on some of the new dresses and coat styles, will appeal to a great number of women. These capes may be prettily lined with contrasting material, or the edges may be finished with picot.

On a suit such a cape may swing from a collar of fur.

It is a season of beautiful rich materials, aside from the velvets and silk that are always classed among beautiful fabrics.

Cloth in kasha weaves is shown in caramel shades, dark brown and black and also in green. Dark blue and Chinese blues are popular, the latter are in so wide a range of shades, that everyone may choose a becoming shade.

The new "Coolie" blouse promises to become very popular, and pagoda and mongolian tunics are also evidence of the Chinese influence in dress.

Many of the new coats fasten at the side, then again one sees smart and unique models with the closing directly in front.

Attractive stylish suits of kasha in plaid patterns, and wonderful color combinations, have the skirt nine inches from the ground and the jacket from twenty-seven inches to the new three-quarter length style. The collar is usually of fur.

These plaids are also used for one-piece dresses, made very simply, and finished with collar and cuffs of linen.

Long sleeves and turn over collars mark the tailored blouse



4607



4591



4601



4414



4587



4584



4583



4580

4607. Ladies' Dress.

Cut in 7 Sizes: 34, 36, 38, 40, 42, 44 and 46 inches bust measure. For a medium size 2 yards of 54-inch material will be required. The width at the foot with plaits extended is 2 yards. Price 12¢.

4601. Girls' Dress.

Cut in 4 Sizes: 6, 8, 10 and 12 years. A 10-year size requires 2 3/4 yards of 32-inch material. Price 12¢.

4587. A Practical Under Garment.

Cut in 4 Sizes: Small, 34-36; Medium, 38-40; Large, 42-44; Extra Large, 46-48 inches bust measure. A Medium size requires 2 3/4 yards of 36-inch material. Panel of embroidery requires 3/4 yard 9 inches wide. Price 12¢.

4583. Ladies' Blouse.

Cut in 6 Sizes: 34, 36, 38, 40, 42 and 44 inches bust measure. A 38 inch size requires 2 3/4 yards of 30-inch material. Price 12¢.

4591. Misses' Dress.

Cut in 3 Sizes: 16, 18 and 20 years. An 18 year size requires 3 3/4 yards of 54-inch material. The width at the foot of the flounce is 2 3/4 yards. Price 12¢.

4414. Girls' Dress.

Cut in 4 Sizes: 6, 8, 10 and 12 years. A 10-year size requires 3 3/4 yards of 32-inch material. Price 12¢.

4584. Ladies' Apron.

Cut in 4 Sizes: Small, 34-36; Medium, 38-40; Large, 42-44; Extra Large, 46-48 inches bust measure. A Medium size requires 4 3/4 yards of 27-inch material. Price 12¢.

4580. Child's Play Suit.

Cut in 4 Sizes: 2, 3, 4 and 5 years. A 2 year size requires 2 3/4 yards of 27-inch material. Price 12¢.

FASHION BOOK NOTICE

Send 12¢ in silver or stamps for our UP-TO-DATE SPRING AND SUMMER BOOK OF FASHIONS, showing color plates, and containing 500 designs of Ladies' Misses' and Children's Patterns, a CONCISE and COMPREHENSIVE ARTICLE ON DRESSMAKING, ALSO SOME POINTS FOR THE NEEDLE (illustrating 30 of the various simple stitches) all valuable hints to the home dressmaker.

Send to Dept. M. C. BEAUTY PATTERN Co.
1188-90 Fulton St., Brooklyn, N. Y.

Cured His Rupture

I was badly ruptured while lifting a trunk several years ago. Doctors said my only hope of cure was an operation. Trusses did me no good. Finally I got hold of something that quickly and completely cured me. Years have passed and the rupture has never returned, although I am doing hard work as a carpenter. There was no operation, no lost time, no trouble. I have nothing to sell, but will give full information about how you may find a complete cure without operation, if you write to me, Eugene M. Pullen, Carpenter, 12J Marcellus Avenue, Manasquan, N. J. Better cut out this notice and show it to any others who are ruptured—you may save a life or at least stop the misery of rupture and the worry and danger of an operation.

Rupture is Dangerous

**Instant Relief; Many Cures
Reported; Full Directions,
SAMPLE SENT FREE**

Just because you have been ruptured for years and have tried all kinds of bungling trusses and appliances, salves, liniments and plasters without satisfactory results, do not think you have to stay in this dangerous condition.

You may have instant blessed relief and, as scores of others report, complete recovery by the use of this simple, inexpensive discovery.

Send no money. To prove that my famous Resilient Rupture Pad does Conquer Rupture, even in its worst forms, I will send a sample absolutely free to any ruptured person, in a plain sealed package. Possibly you are wondering whether this can be true. Stop it! The test is free and surely the test will tell. Cut out this notice and hand it to a ruptured friend or send it with your name and address to E. H. Scott, 545 D Scott Bldg., Akron, Ohio, and you will quickly receive a sample Resilient Rupture Pad with full directions. No obligation to purchase. Don't let Rupture handicap you in the battle of life, but make this test today.

PILES DON'T BE CUT Until You Try This Wonderful Treatment.

My internal Method of treatment is the only correct one, and is sanctioned by the best informed physicians and surgeons. Ointments, salves and other local applications give only temporary relief.

If you have piles in any form write for a FREE sample of Page's Pile Tablets and you will bless the day that you read this. Write today. E. R. Page, 307C Page Bldg., Marshall, Mich.



GET RID OF YOUR . . . FAT

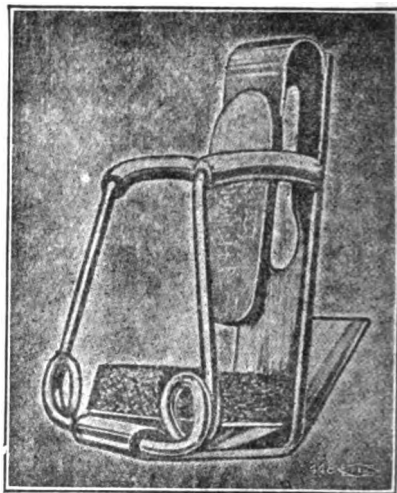
Free Trial Treatment

Sent on request. Ask for my "pay-when-reduced" offer. I have successfully reduced thousands of persons, often at the rate of a pound a day, without diet or exercise. Let me send you proof at my expense.

DR R. NEWMAN, Licensed Physician,

State of New York, 286 Fifth Ave., N. Y., Desk M

Motormen's Non-magnetic Watch Holder



A practical little holder adjusted for any size watch. May be attached to head of screw in frame of car. Saves motormen's time and promotes "Safety First." May be conveniently carried in pocket when not in use.

Wanted:—Motormen and Conductors to act as Agents. Send 50c in money order or stamps for sample. Sent to any address in United States prepaid. W. C. WILLIAMSON
22 Arbor Street, E. E. Pittsburgh, Pa.



Do Not be Imposed Upon

No shoes are Union Made, under our Fair Arbitration Contract, except those having this stamp.

INSIST upon having them for The Whole Family.

BOOT AND SHOE WORKERS' UNION

246 Summer St., Boston, Mass.

Collis Lovely, Pres.

Charles L. Baine, Sec.-Treas.

Rapid Ready Change Maker

LEVER OPERATED

(Model 1921)

After twenty-five years experience manufacturing change carriers, being the first to originate such a device, we offer our new model, which by a simple adjustment throws ONE to FIVE coins from one or all tubes in any combination wished.

Holds fifty per cent more coins than other makes, with many new features not possible in others, that speed up fare collections. No springs to get out of order, will never rust or tarnish. Agents most cities, where not, will send for \$4.25. One style does for quarters, dimes, nickels or pennies. Our Slip Carrier, so well known, is \$2.50 either style, nickels or pennies.

A. F. NELSON, MFR.

Agents wanted
Special prices.

907 N. Front St.,
Harrisburg, Pa.



**TRACTION
UNIFORMS**

UNION MADE

*Write for Catalogue
Samples & Prices.*

**The Fechheimer
Bros. Co.**

CINCINNATI, OHIO.

GREENDUCK CO.

CONSOLIDATED WITH

J. L. LYNCH

MEMBER OF DIV. 241

World's Largest Mfrs. of

Union Buttons & Badges

HOYNE & VAN CUREN STS.

Phone West 7161-3013

CHICAGO, ILL

Special for
D. U. R. & M. U. R.
Motormen and Conductors

All-Wool Serge

UNIFORMS

NOW

\$25

Standard weight, fast color serge. Made expressly for D. U. R. and M. U. R. car men. Three ply properly padded shape-retaining coat fronts; linings of best sea-island cotton; charmois arm-pit sweat shields; closely woven drill or duck, non-sagging pockets. In all sizes.

Extra fine quality serge Uniforms
\$32.50

MAIL ORDERS PROMPTLY FILLED

Clayton's

Men's and Boys' Clothing - Hats - Furnishings

Michigan at Shelby since 1883

DETROIT

Price List of Association Supplies

Official Seal.....	\$5.50
Propositions for membership blanks, per 100.....	.50
Rituals, each.....	.35
Withdrawal cards, each.....	.05
Traveling cards, each.....	.05
Duplicate report books, each.....	2.00
Constitutions, in lots of 100 or more, per 100.....	4.00
Constitutions, in lots of less than 100, each.....	.05
Financial secretary's order book on treasurer.....	.35
Treasurer's receipt book.....	.35
Association badges, rolled gold, each.....	.50
Association badges, solid gold, each.....	1.10
Association buttons, gold plate, each.....	.30
Association buttons, rolled gold, each.....	.50
Association buttons, solid gold, each.....	1.10
Emblem cuff buttons, per pair.....	1.10
Emblem tie clasps, each.....	.70
Association charms, each.....	1.10
Association lockets, each.....	1.75
Cuts of official seal for use on printed matter, plain, each.....	.70
Cuts of official seal, with flag design.....	2.00
Transfer Cards, each.....	.05
Recording secretary's minute books, 300 pages.....	1.25
Gilt Seals, per box 50.....	.50
Loose leaf membership ledgers. Ruled and printed on both sides, providing for a 12 year record of the payment of dues by your members.	
Loose leaf post binder, canvas with leather corners, each.....	4.50
Price of sheets, in lots of less than 100, each.....	.02 1/4
In lots of 100, or more, per 100.....	2.50
In lots of 500, or more, per 500.....	11.00
In lots of 1000, or more, per M.....	20.00

All orders must be accompanied by express, post-office money orders or draft. No personal checks accepted. Otherwise supplies will not be forwarded.

THE PEOPLES STATE BANK

MEMBER FEDERAL RESERVE BANK

Capital, Surplus and Undivided Profits \$14,000,000



Twenty-six branches conveniently located bring the service of this great institution directly to your door.

BRANCHES

HARPER AND TOWNSEND
7879 JEFFERSON WEST
BAKER AND TWENTY-THIRD
MICHIGAN AVENUE AND JUNCTION
MICHIGAN CORNER ADDISON
WARREN AVENUE AND THIRTIETH ST.
GRAND RIVER AND BROOKLYN
GRAND RIVER AND HOLMUR
CLAIRMOUNT AND LINWOOD
1523 WASHINGTON BOULEVARD
WOODWARD, CORNER FIOUETTE
OAKLAND AND KENILWORTH
WOODWARD AND ALEXANDRINE

FERNDALE AND LAWNDALE
HASTINGS, CORNER ERSKINE
GARFIELD, CORNER RUSSELL
RUSSELL, CORNER LYMAN
GRATIOT, CORNER RIOPELLE
CHENE, CORNER MILWAUKEE
CANTON, CORNER GRATIOT
FISCHER, CORNER GRATIOT
MACK, CORNER BALDWIN
FOREST AND CADILLAC
KERCHEVAL AND LAKEVIEW
JEFFERSON, CORNER BENITEAD
TWELFTH AND SEWARD

To be well dressed and
neat in appearance, order

BATCHELDER MADE UNIFORMS



QUALITY & STYLE MAKE
BATCHELDER MADE UNIFORMS
A SOURCE OF SATISFACTION
TO EVERY WEARER.

For Sale by Dealers

WRITE FOR CATALOG

FRED M. BATCHELDER CO.

120 HARRISON AVENUE
DETROIT, MICH.

The Motorman and Conductor

"Freedom Through Organization"





Style No. 20

Wear Better Uniforms

BY putting your trust in a Bloch Uniform of quality you insure yourself against dissatisfaction.

Twenty years of knowing how has enabled us to offer Traction men everywhere the best uniform that money can buy.

Strength in every part that has a strain, materials of proven long-wearing value, design and tailoring of a superior quality that assures every customer the comfort and appearance he enjoys.



Ask your dealer for a Bloch Uniform of Quality. It will pay.

The
Bloch
Company
Cleveland, O.

*Send me, free, a
Trolley Jim Time Book.*

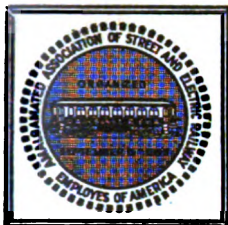
Name.....

Address

The Bloch Company

Uniforms of Quality

Cleveland - Ohio



The Motorman and Conductor



Vol. 32

DETROIT, MICHIGAN, JUNE, 1924

No. 7

Published monthly by the Amalgamated Association
of Street and Electric Railway Employees of America.

W. D. Mahon, President

260 East High Street, Detroit, Michigan

Entered at the Post Office as Second Class Matter.
Accepted for Mailing at special rates of postage pro-
vided for in Section 1103, Act of October 3, 1917.

Subscription Price - - - - - \$3.75



GENERAL EXECUTIVE BOARD MEMBER JOHN H. REARDON

General Executive Board Member John H. Reardon, a member of Division No. 22, Worcester, Mass., was the executive officer of the Amalgamated Association who was sent to Pittsburgh, Pa. to assist the officers and members of Division No. 85 upon the recent wage negotiations that ultimately involved the 3,500 members of the local in a two days' strike. The management of the property upon which the members of the local are involved was insistent upon reducing the wage rates. Division No. 85 is among the well officered locals of the Association. With the officers in charge, among whom is International Secretary P. J. McGrath, Board member Reardon was able to bring the dispute to an early end. The wage rates were maintained and other concessions were granted in the agreement which was thus renewed for another year. Board Member Reardon was first elected to the General Executive Board at the convention of the Association held in Toronto, Ont. in the year 1909 and is now serving his sixteenth year on the Board. He has handled many of the difficult problems of the Association.

INDUSTRY'S SELF-DETERMINATION

By Samuel Gompers

Perhaps no declaration put forth by American labor since the beginning of the war has been as generally recognized for its importance and soundness as the declaration adopted by the Portland convention in October, 1923, entitled, "Industry's Manifest Duty." This general recognition is one of the most gratifying signs of our present industrial life. It indicates an understanding of the vital issues of the time and a desire to follow sound and fundamental American principles in the solution of our industrial difficulties.

Perhaps the keynote of that declaration was that industry must organize to govern itself. It was set forth that industry must "bring order to itself constructively or it will have an order thrust upon it." The truth of Labor's declaration becomes more manifest with each passing day and as the situation comes to be more generally understood in its true light the recognition of the soundness of Labor's philosophy becomes more general. It is obvious today as never before that unless industry can so organize as to govern itself, to impose upon itself proper restrictions and limitations, and to deal justly, not only with those who participate in industry, but with the great masses of the people in general, there will be thrust upon industry a state of overlordship that will be as incompetent as it is illogical and oppressive. Comoppressive. Comments up-laration have come from all directions and from persons in all walks of life. Many of the comments have been marked by an expression of a desire for more detailed information—for a more specific program in which the further organization of industry shall be described in detail and plotted in neat squares and circles. This, of course, can not be.

It is possible to so understand the requirements of industry, the psychology of our people, and the philosophy of our own movement as to set forth a guiding policy. Nothing except time and experience, however, can develop the actual detailed methods and bring into being the condition for which the policy calls. Those whose comments have been the most thoughtful and understanding, have understood this point of view and have accepted labor's declaration in the sense in which it was set forth.

Former Senator Albert Beveridge studied Labor's declaration of "Industry's Manifest Duty" and in a recent magazine article dealing with the subject included this comment:

"These short, clear paragraphs are statesmanlike. They might have been written by either Jefferson or Hamilton, by Madison or Marshall, by Cleveland or Harrison—so fundamental are they and charged with public wisdom."

This is but one of many comments and but one indication of a growing grasp of the bigness and rightness of the philosophy and the industrial policy that Labor has laid before the people of our Republic.

The American Federation of Labor has never assumed the roll of prophet. The declaration setting forth "Industry's Manifest Duty," is not a prophecy, regardless of what some of its critics may have had to say. It is one thing to set forth a philosophy and a policy as a guide to activity and effort, but it is quite another thing to attempt to set forth what will be the detailed results of acting in accord with that policy and philosophy.

Labor has set forth in terms that are simple and thoroughly understandable what it believes to be the only philosophy or line of action by which the industrial life of the country can be saved from an avalanche of governmental bureaucracy and its faith is fixed in the principles thus set forth. Those who have thought out the problem for themselves and who have come to a final and fixed conclusion in favor of governmental bureaucracy remain, of course, unmoved by Labor's declaration. Those who have been seeking a way out by which great masses of our people might save for themselves that freedom of opportunity and that great range for the satisfaction of individual ambition and initiative which America has always proclaimed as its own and which still exists to a large degree, find in the declaration of Labor a satisfying solution of the problem.

Those who have hoped and believed that there must be a way by which industry, through the exercise of its own intelligence and powers, can bring about the rectification of its own injustices and regulate its own conduct, so as to produce for every one the fullest possible measure of justice, find in Labor's declaration a guiding light to that end. Labor has said over and over again that all of the knowledge and wisdom concerning an industry is to be found within that industry.

For the ills of industry, for the development and expansion of industry, for the perfection of its service to humanity, there is no soothing balm in the political Gilead. The prodigals who go wandering into the Elysian fields of political endeavor must come home to the workshops if they are to sit at the table where the feasts of knowledge are spread. They must come home to their industry if they are to sit at the council table where wise decisions are to be made. They must come where the work is, where the problems are, where the difficul-

ties lie. Industry is an organic unity. Dissection and plastering from without by the metaphysicians of politics is at best mere tinkering and experimenting. At its worst it is destructive.

But, as labor has pointed out, industry can not govern itself without having machinery for that purpose. Freight can not be shipped unless there are transportation lines. Electricity can not be sent from place to place unless there is a means of conducting the current. There can not be government without the purpose to govern and the machinery by which to carry that purpose into effect. It is toward that end that industry must move, not by accident, but by design. The elements and factors within industry must organize thoroughly. There must be federations of organizations. Gradually, out of experience, functions must be developed and rules laid down. That is how intelligent rulership within industry must be created. And it is either that or the deluge of political interference and bungling, of which we have had sufficient example.

Let us examine further. A recent report of a special committee of the Harvard Board of Overseers, made after long study, contained the following illuminating bit of wisdom:

"As competition increases the successful man will, more and more, be the man who allows nothing to be wasted, but adopts the most efficient processes and devises new ones still more efficient; who works up his by-products into more useful and further valuable substances; who economizes energy whether this energy comes from coal or water power or human labor."

In the scientific and technical worlds great things are being done. Developments are in the making—developments that mean constant change in industry. Processes of manufacture are being changed almost daily. Machinery that was modern and efficient yesterday is thrown aside today. Rates of production that were marvels yesterday are obsolete today. Economies that were the last word yesterday are reckless waste today. Forces that were unknown yesterday are in harness today.

So it is going, in chemistry, in electricity, in steel, in every branch of engineering, in management, and even in finance.

In Pennsylvania a great super-power project is being developed. The results will be manifold. Power will be transported over wires where coal now goes in cars. Thousands of men will find their places of employment moved. They will move with the employment, or they will have to find other work. Much readjustment will be necessary. But the final, net result will be economy—more production for less human effort. That is the trend everywhere. More production for less human effort.

Finance would send all of this great accumulating excesses into profits. But humanity is entitled to a better distribution of this new-found production. The race as a whole has a stake in what the race achieves. Better methods, greater production, must

mean more things for the working masses in the first place. It must then mean more freedom from toil. And these things must be arranged with justice to every useful element in our citizenship. There can be no such adjustments unless there is within industry the machinery for running the affairs of industry. It is more than collective bargaining that is required. And Labor has vastly more to give to industry than it can give through collective bargaining. In ending up its voice for a great constructive democratization of industry, Labor is not asking for a chance to get. Labor is asking for a chance to give. There will be enough for all when it comes to getting. The productive possibilities of our American industry are beyond computation. It is the ordering of things that is going to count most of all in the future. The great complexity that we call industry cannot continue on any basis that has not justice as its foundation and its guiding policy. Only on that basis will there be the greatest outpouring of human effort and intelligence. Only thus can every element within industry give freely and continuously. We can not know what colossal gifts of skill and knowledge and inspiration are held back from industry today because of the lack of the feeling that justice lies ahead.

The ordering of things must be developed by those who know. Those who know are those who do the work and give the skill—those who serve usefully in all of the great ramifications of industry. If there is not a building toward an organized government of industry by industry itself there will be blind forces, baffled and enraged, that will surely turn and tear at our structure, with what fateful results we can not know. The tinkering of politicians can not alter this because the tinkering of politicians can not remove injustices. It can only displace one maladjustment with another, as it did when it inflicted the railroad labor board upon the transportation world.

Come together, all who serve in industry. Come together in organization. Come together, bringing order out of chaos, bringing system and satisfaction out of speculation and clashing. Come together, making rules and laws wisely, out of experience. Organize, each in your sphere—federate, all toward one great end.

AMERICAN FEDERATIONIST.

The electric railway is still and will continue to be the main dependance in any local transportation system. To injure it, to destroy it by competition is to deprive the public of its most essential local transportation facility and leave no adequate substitute. The motor bus, is not a substitute, it is an adjunct. It should not be made an enemy, but an ally. Electric railway and motor bus in co-ordination can furnish the people of this country with local transportation fitted to public needs and the transportation system of the future will be a combination of cars and busses under the same management, each occupying the field for which it is best suited.

LIBERTY

By August Claessens

Every now and then some labor union-hating editor of a big daily newspaper lets out a yap about "liberty." Says he: "Trade Unions are a shameful conspiracy against a working man's liberty. They interfere with and infringe upon his God given rights and his inalienable rights as an American citizen. Unions dictate as to how much wages a man shall earn, how many hours he shall work, how much work he is to do and how and under what conditions he is to do it." The editors are right! That's just what unions are in business for. Let's explain why.

In the first place, what in Sam Hill is "liberty" anyhow? A first-class, hand-embroidered cuspidor is offered as a prize to any man that can give a definition of liberty to which at least one other man will agree. What is liberty to one is generally tyranny to another. Furthermore, each man has his own private conception as to what constitutes liberty. And lastly, the word "liberty" generally means something very specific to every individual that espouses it.

For example, what did Patrick Henry want when he orated "Give me liberty or give me death?" You bet he knew just what he wanted. Study the whole speech and you will find that Patrick Henry did not want Liberty for all the colonists. No, sir! He and his crowd wanted the liberty to exploit their land and slaves without divvying up the swag with any absentee Britisher. Patrick Henry certainly did not want Liberty for the Negro slaves or the poor whites that were held in debt and bondage. He did not want absolute liberty.

The guy upstairs with a pianola banging away into the wee hours of the morning will also give you a spiel on liberty if you hand in a complaint. The regulation "No Spitting" in public places is an infringement on the liberty of some pigs. And when the average working man delivers a harangue on the death of liberty in this country, you can bet your last dollar that he is not howling about anti-labor injunctions, supreme court decisions or the American Plan. No siree. He is usually lambasting hell out of prohibition!

The fact is that there is no such animal as **Absolute Liberty**. Where many people congregate the liberties of an individual are curbed. Personal liberty often must be curbed in the interest of the liberty of the great mass. In other words, liberty is not absolute, it is a relative condition. When the liberty of an individual is limited it often happens that the restriction brings even greater liberties to the individual himself. Let's illustrate this.

A young fellow and a girl are seated on a park bench. He chews tobacco and she hates it. "Cut it out, Charlie, please, for my sake." "Oh, sugar," thinks he, "she is already making demands on me as if I were her private property." He demurs. She pleads. He hesitates. And she shifts a bit to the west end of the bench and contem-

plates the stars. Shortly after, however, he removes the cud from his cavern and spits his final spit. Then he fishes the package out of his pants pocket and chucks it over the fence. He has lost his liberty! Which liberty? Just look at him now with his mug eclipsing hers and his lunch-hook encircled around her trim waist. He has gained another Liberty!

Now, to get back to our original argument. The labor-union-hating editors are right when they say that unions interfere with a workingman's liberties. They positively do! If there was only one workingman in this whole world it would be his complete liberty to work his fool head off at six cents an hour, for 26 hours a day and under any condition that would suit his fancy. But, ye gods and little whale hooks! There is more than one workingman in this world and particularly in this Tea Pot Dome country. Here are millions of us. And if some idiots want to work themselves into premature old age and the scrap pile for cheap wages, under long hours and rotten conditions, their sweet liberty becomes our misery and slavery. Decent human beings should have decent working conditions, a just reward for their labors and their fair share of the leisure made possible by modern invention, power and labor. The ignoramus that does not demand these things cannot be allowed to enjoy his conception of liberty. It's either the liberty of the union man to live half-way decently or it's the liberty of the fool to slave. These two kinds of liberty cannot hang around the same neighborhood at the same time. It is either the one or the other. Organized labor has the one ideal of liberty. And if the unorganized and the scabs have the other kind they can go to the lower regions together with the boss and the open shop advocates. There they may find absolute liberty. Maybe? Who knows?

HIGH WAGES BENEFIT THE WHOLE NATION

Annual reports of federal officials and commissions call attention to the workers' increased purchasing power, through high wages. It is acknowledged that this purchasing power is one of the major factors in the nation's prosperity.

The federal reserve board, in its annual report, says:

"A national income larger than in 1922, arising both out of increased earnings of factory workers and larger proceeds from the sale of farm products, furnished the buying power to absorb the year's increased output of goods."

In other words, but for high wages in factory, mine and transportation, and "larger proceeds from the sale of farm products," the year's increased output of goods would not be sold, and factories would close because of an overstocked market.

To organized labor this is an old theory. Times without number the workers have insisted that if their buying capacity is curtailed, less consumption follows.

Less consumption means a lowering of living standards, no schooling for the children and a reorganization of the home because every member must become a wage earner.

These propositions are so easily understood and so vital to the country's welfare that they should become national dogmas. Every wage reducer should be held up to public scorn.

Cheaper man-power destroys the prosperity that employers are constantly striving to develop.

Cheap production is possible through labor-saving devices, skilled management and the application of science, but cheap labor is of no benefit to either employer or to the country. This labor neither produces nor consumes.

In his annual report Secretary of Commerce Hoover states that but 6 per cent of the nation's productivity is exported to Europe and South America. This means that the people of the United States consume all but a small portion of their production.

This is possible because the American trade union movement has insisted on high wage standards.

There is a so-called "intellectual" element in this country that is distressed over labor's continuous fight for high wages. This element sees no difference between a high-wage worker, and a low-wage worker, and would have the former believe they are wasting their energies.

The organized worker rejects the so-called "intellectual" and this is the reason for the latter's continuous attacks on the A. F. of L. Where the "intellectual" is welcomed, there is progress—according to the "intellectual."

The beneficial effect of labor's wage stand has been well stated by Frank Hodges, secretary of the Coal Miners' Federation of Great Britain. Speaking before the last A. F. of L. convention the British trade unionist said:

"The very fact that you have been able to keep wages at the maximum has made it possible for you, within the confines of your own country, to eliminate unemployment to a very great extent, because your people have been able, by the fact that they have the spending power in their pockets, to keep industries going at their maximum capacity; while in England and in Europe generally, because wages have fallen, and we have permitted them to fall, unemployment has increased, industries have languished, business has come to a standstill, and the latter stage is infinitely worse than the first."

The benefits of high wages are diffused throughout the nation. The men and women who wage the fights and make the sacrifices for these standards are patriots in the true sense.

Compared with them the Garyites and other flag wavers look ridiculous with their cheap-wage pleas.—Union Leader.

Don't forget the Union Label when making purchases.

COURT SUSTAINS CHICAGO DIVISION AGREEMENT

In 1922, what is known as the Chicago & Interurban Traction Company property went into the hands of a receiver. It was alleged that the property had defaulted in the payment of interest on bonds. The property extends from 63rd and Halsted Streets, Chicago, to Kankakee, Ill. It operates from this point, 63rd and Halsted within Chicago over the Chicago City Railway lines. The employees are members of Division No. 241 of the Amalgamated Association of Street and Electric Railway Employees. At the time the property entered receivership, wage rates were fixed by agreement with the Chicago Local. In October, 1922, the Receiver arbitrarily cut the wage rates. The men voted to strike. The officers of Division No. 241 refused to sustain the men in a strike, but ordered the case into court. The petition to the court was made through the Local's Board members upon the line affected, Board Members James McCabe, Arthur Hauser, Thomas H. Wall, W. H. West and O. G. Verkler. The officials of the property defended the case on the argument that to pay the Chicago agreement wage would be confiscatory of the property and would be illegal. (Inability to pay.) The bond holders intervened. The case has been before the Circuit Court of Cook County for many months before final hearing. The decision of the Court, as handed down May 15 is as follows:

ORDER OF JUDGE HUGO FRIEND

State of Illinois, County of Cook, in the Circuit Court of Cook County.

First Trust & Savings Bank, a corporation, vs. Chicago & Interurban Traction Co. (No. B-89868).

Order

This cause coming on to be heard upon the petition of James McCabe, Arthur Hauser, Thomas H. Wall, W. H. West and O. G. Verkler, as amended, filed on behalf of themselves and all other employees of W. W. Crawford, heretofore appointed receiver herein, who are members of Division 241, Amalgamated Association of Street and Electric Railway Employees of America, and upon the answers thereto of the said W. W. Crawford, receiver, and the complainants herein, the said petitioners, appearing by William Levine, their solicitor, and the said receiver by Ralph R. Bradley, his solicitor, and the said complainants by Isham, Lincoln & Beale, their solicitors, and the court having heard the evidence and the arguments of counsel and being fully advised in the premises, doth find:

First: That the petitioners and those in whose behalf said petition was filed, are employees of W. W. Crawford, receiver, of the above named defendant, Chicago & Interurban Traction Company, and now are and for many years past have been members of Division 241 of the Amalgamated Association of Street and Electric Railway Employees of America, which consists of more than fourteen thousand (14,000) members, all of whom are employees of Chicago Surface Lines and of its constituent street car companies and of certain connecting interurban railroads, and among others the aforesaid Chicago & Interurban Traction Company; that the said Chicago & Interurban Traction Company operates an electric railroad between Sixty-third and Halsted streets in the city of Chicago, Cook County, and State of Illinois, and the city of Kankakee, Kankakee County, in said State, and that in said city of Chicago its cars run over the street car tracks of the Chicago City Railway, one of the constituent companies of the said Chicago Surface Lines.

Second: That for many years it has been the custom of the Chicago Surface Lines to make contracts or agreements with said Division 241, with respect to the wages and working conditions of the

members of the said Division 241, employees of Chicago Surface Lines; that the employees in the train service of the said Chicago & Interurban Traction Company became members of said Division 241 in A. D. 1915, and that ever since said time it has been the custom between the said Chicago & Interurban Traction Company and its employees, members of said Division 241, that the wages and working conditions as agreed upon from time to time between said Chicago Surface Lines and the said Division 241, with respect to such members of Division 241, who are in its employ, should apply as between the said Chicago & Interurban Traction Company and its employees, members of Division 241, and that such agreement has been carried out from time to time, and as the schedule of wages and working conditions, applying to members of said Division 241, in the employ of the said Chicago Surface Lines, has been changed or modified from time to time, such change or modification has also been concurrently applied and put into effect as between the Chicago & Interurban Traction Co. and its said employees, members of Division 241.

Third: That during the year 1920 the wages of the members of Division 241, in the employ of the said Chicago Surface Lines and its constituent companies, were, by agreement, fixed at the sum of eighty (80¢) cents per hour for motormen, conductors and car repairers, and at the sum of sixty-nine (69¢) cents for car cleaners, and in conformity with the aforesaid custom the same schedule of wages was at the same time placed into effect between the said Chicago & Interurban Traction Co. and its employees, members of said Division 241.

Fourth: That the wages of the employees of the receiver are paid by the Chicago Surface Lines during such time as his cars are operated in the city of Chicago, and by the receiver for all time spent in operating the cars outside of the city of Chicago, and that said receiver pays all of the wages of the car cleaners and the car repairers.

Fifth: That on the 6th day of August, A. D. 1922, by agreement between said Division 241 and said Chicago Surface Lines, the wages of said members of said Division 241 in the employ of said Chicago Surface Lines were fixed at the sum of seventy (70¢) cents per hour for motormen, conductors and car repairers, and at the sum of fifty-nine (59¢) cents per hour for car cleaners, and that from and after said date the said petitioners and those they represent received such wages for such time as they spent in the employ of the Chicago & Interurban Traction Company within the city of Chicago, but that the motormen and conductors in the employ of the Chicago & Interurban Traction Company continued to receive the sum of eighty (80¢) cents per hour for such time as they worked outside of the city of Chicago, and the car repairers continued to receive the sum of eighty (80¢) cents per hour, and car cleaners sixty-nine (69¢) cents per hour, until the 16th day of October, A. D. 1922.

Sixth: That on, to-wit, the 11th day of October, A. D. 1922, the complainant, as Trustees, filed a bill of complaint to foreclose a certain trust deed therein described, and on said date the said W. W. Crawford was appointed receiver of the said defendant and an order entered that the said receiver operate the said railroad.

Seventh: And that on the 16th day of October, A. D. 1922, the said W. W. Crawford, without any order of court, therefor reduced the wages of employees, members of Division 241, as follows: Motormen and conductors, sixty (60¢) cents per hour; car repairers, sixty-four (64¢) cents per hour; car cleaners, fifty-five (55¢) cents per hour; that the said employees protested to said receiver against said reductions and threatened to cease work, but under persuasion of the officers of said Division 241, said employees continued to work for said receiver.

Eighth: That on the 31st day of May, A. D. 1923, the contract between said Division 241 and Chicago Surface Lines terminated, and by agreement the matter of wages to be paid for the ensuing two years was submitted to an Arbitration Board, consisting of three members; that one member was selected by said Chicago Surface Lines, one by said Division 241, and a third member by the then Mayor of Chicago; that said Board of Arbitration held hearings and thereupon awarded the members of said Division 241, in the employ of the Chicago Surface Lines, an increase of three (3¢) cents per hour from June 1, 1923, to May 31, 1924, and an additional two (2¢) cents per hour from June 1, 1924, to May 31, 1925, thereby making the wages of the motormen, conductors and car repairers of said Chicago Surface Lines seventy-three (73¢) cents per hour from June 1, 1923, to May 31, 1924 and

seventy-five (75¢) cents per hour from June 1, 1924, to May 31, 1925, and the wages of car cleaners sixty-two (62¢) cents per hour to May 31, 1924, and sixty-four (64¢) cents per hour from June 1, 1924, to May 31, 1925; that said receiver did not put into effect the said scale and over the protest of his said employees only increased their wages as follows: Motormen and conductors, sixty-three (63¢) cents per hour; car repairers, sixty-seven (67¢) cents per hour; car cleaners, fifty-eight (58¢) cents per hour.

Ninth: That all but four (4) of the employees of said receiver, members of said Division 241, are residents of the said city of Chicago, and that the cost of living for ordinary and necessary things to sustain life and for rent and clothing and their living conditions are the same as members of Division 241, who are in the employ of the said Chicago Surface Lines, and are such that the said employees of the receiver cannot, upon the wages paid them by the said receiver, earn sufficient moneys wherewith to pay their ordinary and usual and necessary living expenses.

Tenth: That the rate of pay which the said receiver pays, as aforesaid, and which he has been paying since the 16th day of October, 1922, is and has been less than the rate paid for similar employment in the said city of Chicago and its vicinity, and that the action of the said receiver in reducing the said wages as aforesaid was wrongful and that the employees at all times, since the appointment of said receiver, should have received the same wages as paid to the employees of the Chicago Surface Lines for similar work, and should continue to receive such wages, and that their services since said 16th day of October, A. D. 1922, have been fairly worth the same rate as paid for similar services in the city of Chicago, and will continue to be so, and that the said employees were and are entitled to said rate.

It is therefore ordered that W. W. Crawford, the receiver herein, be and he is hereby ordered and directed to pay his employees, members of said Division 241, wages as follows: Motormen, conductors and car repairers, a wage of seventy-three (73¢) cents per hour, and janitors and car cleaners sixty-two (62¢) cents per hour, beginning with the next pay day, on the 26th day of May, A. D. 1924, and up to and including the 31st day of May, A. D. 1924, and that beginning with the first day of June, A. D. 1924, and until the further order of this court, the said receiver is hereby ordered and directed to pay his said employees who are members of said Division 241, and to each of them an increase of two (2¢) cents per hour over the rates hereinbefore set forth.

It is further ordered that the wages of said employees, members of Division 241, from the 16th day of October, A. D. 1922, up to and including the 31st day of May, A. D. 1923, are hereby fixed as follows: Motormen, conductors and car repairers, at the sum of seventy (70¢) cents per hour, and janitors and car cleaners at fifty-nine (59¢) cents per hour, and from the first day of June, A. D. 1923, said wages are hereby fixed at the sum of seventy-three (73¢) cents per hour for motormen, conductors and car repairers, and at the sum of sixty-two (62¢) cents per hour for janitors and car cleaners, and the said receiver is hereby ordered and directed to pay to his said employees, members of said Division 241, the difference between what their wages would amount to, figured at the rates herein fixed, from the said 16th day of October, A. D. 1922, and such sum as they have actually received since the said 16th day of October, A. D. 1922, said payment to be made to each of said employees individually within forty-five days from the date of this order.

Done in open court this 15th day of May, A. D. 1924.

If there be an outstanding need in our modern communities it is for a co-ordinated, comprehensive and adequate local transportation system. The development of the motor bus has brought into being another transportation facility but it has not changed the requirements for transportation, or altered the necessity for transportation systems that shall provide severer for communities as a whole and play their due part in building up those communities in the way that shall provide the maximum of convenience and comfort for the people.

RAILWAY BENEFITS BY ORGANIZATION

Review by President Shows Business of Company Has Been Increased, Wages and Living Conditions of Employees Improved Since Union Organized—Tell of Fight on Jitney—Give Interesting Program

Business of the street railway company has been increased, wages and living conditions improved, the street car service bettered and a number of other things accomplished since the organization of the Street and Electric Railway Employees Union. Division No. 894, eight years ago in San Antonio according to the president, G. H. Nelson, who spoke at the eighth anniversary celebration recently held at the Hermann Sons Hall.

It is estimated that from six to seven hundred people were present at the celebration. Mr. Nelson made the first speech of evening and extended a cordial welcome to all. He gave a brief outline of the wonderful work the association is doing throughout the United States and Canada for the street railway employees and their families. He also told of the aims, objects and policies of the association.

Mr. Nelson described the conditions that prevailed in San Antonio prior to 1916 when the local division of the street railway workers was organized and called attention to the deplorable condition of the street railway business then.

He stated that the jitney bus which had come into competition with the street railway system a few years before had made a serious inroad on the business of the company and that the corporation was powerless to eliminate this competition at that time.

Unions Defend Ordinance.

Mr. Nelson stated that the company had pulled off cars, lengthened the headway on the car lines and in other ways lowered the standard of service. He also pointed out that a very low wage scale and undesirable working conditions had been prevalent among street railway employees for many years prior to the coming of jitney competition but stated that the busses had given the employees of the company in San Antonio a chance to organize a union here.

Immediately the local division, part of the Amalgamated Association of Street & Electric Railway Employees, of America, started a fight upon the jitney, this fight being made to better street railway service to the public, to increase revenues to the company and to improve the wages and working conditions of the street railway workers.

The association, together with the assistance of other union men and women, their friends and public spirited citizens prevailed upon the city officials to pass an ordinance prohibiting the jitney bus from coming into serious competition with the street railway system, he said.

This was accomplished after some effort and later the ordinance was defended in the court by the union with an attorney paid with union funds. Mr. Nelson said that the

decision rendered in favor of the ordinance later was cited and referred to in similar cases throughout the United States.

The prosperity of both the street railway company and its employees followed and the public got better service. Mr. Nelson closed his talk by pointing out that the families of the members of the union should be as much interested in its welfare as the members themselves and stated that the association had no secrets to keep from the men's families. He pointed out further that they all were considered a part of the organization and called upon them to support the union.

The SAN ANTONIO LIGHT.

STEEL AS AN INDICATOR

A drastic reduction of activity in the iron and steel industry was the most important development in the business situation during the past month. Iron is the universal metal. It is fundamentally essential to almost every sort of manufacturing, to commerce, and to construction. Because of the basic nature of the iron and steel industry, its rate of output is a barometer of conditions in manufacturing, and in general business. When iron and steel output advances, business improves; and when production decreases, general prosperity declines. This has been true in America for a hundred years past, and the old rule still holds good.

As recently as last March this great industry was producing at a rate not far below its full capacity, but during the past two months blast furnaces have been shut down, steel mills have reduced their output, and the entire industry is now operating at less than 60 per cent of capacity. The most important single question of general business at the present time is whether this condition is likely to continue for an extended series of months to come, or whether it is more likely to be of only short duration.

Unfortunately it does not seem likely that there will be a prompt resumption of anything like full capacity production. The iron and steel industry has four great customers that take upwards of two-thirds of its entire output. The railroads are the most important users, and they take in normal years about 25 per cent of all the iron and steel that the country produces. Last year they bought an even larger proportion of the output, but it cannot be expected that their purchases this year will be nearly as large, for their equipment is now in unusually good condition and ample in amount.

The building industry is the next largest consumer, and it normally takes something like 15 per cent of the whole output. This year operations in construction began at a high rate, but they are now being considerably curtailed. The total amount of building this year will certainly be large, but it is sure to be smaller than it was last year, and its needs for iron and steel will be less.

The third largest use of iron and steel is in the making of pipes and tanks for water, gas, and oil, with this last source of demand accounting for a large part of the consump-

tion of this general sort. In such good years as 1923 the use of iron and steel for water, gas, and oil equipment has amounted to about 15 per cent of the total consumption, but unless important new oil fields should be brought in this year, there is little prospect that the consumption of this kind will be large in 1924.

Automobiles use about 10 per cent of the iron and steel, and during the first half of this year the amount of these metals utilized by the industry will be about as large as it was in the first half of last year. For the second six months it is probable that the output of cars will not be much more than half as great as during the first half of the year, and the demands for raw materials are being reduced accordingly.

With all four of its leading customers cutting down their demands because of fundamental economic reasons, it is highly probable that the operations of the iron and steel industry will be conducted during the balance of this year on a reduced scale. This does not mean that there is any prospect of such a general shutting down as the industry suffered in 1921, but it does appear probable that conditions similar to those now existing will continue for some months to come.—Cleveland Trust Co. Bulletin.

BACK TO THE UNION

"Back to the union" is the slogan of the machinists, miners, seamen, men's and ladies' clothing, millinery and laundry workers who will graduate from Brookwood Labor College on May 30th. Every one of the second class to graduate from Brookwood is a union member and expects to go back to the industry from which he or she came better fitted to serve the labor movement.

Brookwood has now been in existence for three years, and the members of the first class, which graduated in 1923, are back in industry working in the labor movement whether in an official capacity or as active union members. Several of the graduates have already been instrumental in starting workers' classes in Philadelphia, Baltimore, Worcester and Cincinnati.

The 1924 graduating class includes a former Manager of the New York Waist and Dress Makers' Joint Board of the I. L. G. W. U., a former president of the Salem (Mass.) Central Labor Union and others who have held minor positions in their unions. The organizations represented include the International Ladies' Garment Workers' Union, the International Seamen's Union, the Amalgamated Clothing Workers, the United Cloth Hat and Cap Workers, and the International Association of Machinists.

Preparations are under way at Brookwood for the Commencement exercises on May 30th. The speakers who have been invited to address the graduating class on this occasion are all prominent labor leaders and men and women active in the Workers' Education movement.



The Motorman and Conductor



Official Journal of the Amalgamated Association of
Street and Electric Railway Employees of America
PUBLISHED BY THE ASSOCIATION
Monthly, at 260 E. High St., Detroit, Mich.

W. D. MAHON, President

EXECUTIVE COUNCIL

W. D. MAHON.....	International President
W. M. B. FITZGERALD.....	First Vice-President
P. J. O'BRIEN.....	Second Vice-President
W. S. McCLENATHAN.....	Third Vice-President
W. M. P. JENNINGS.....	Fourth Vice-President
FRED A. HOOVER.....	Fifth Vice-President
GEORGE A. DEAN.....	Sixth Vice-President
P. J. McGRATH.....	Seventh Vice-President
THOMAS F. SHINE.....	Eighth Vice-President
ALBERT E. JONES.....	Ninth Vice-President
JAMES LARGAY.....	Tenth Vice-President
J. B. WILEY.....	Eleventh Vice-President
M. J. MURRAY.....	Twelfth Vice-President
C. U. TAYLOR.....	Thirteenth Vice-President
JOHN M. PARKER.....	Fourteenth Vice-President
L. D. BLAND.....	International Treasurer

GENERAL EXECUTIVE BOARD

EDWARD McMORROW	A. H. BURT
MAGNUS SINCLAIR	WILLIAM F. WELCH
P. J. SHEA	J. B. LAWSON
JOHN H. REARDON	ALEX J. MCGUIRE
R. L. REEVES.....	Secretary

Correspondents will please address all communica-
tions for publication to R. L. REEVES, Editor.
Subscriptions payable to W. D. Mahon, President.

SUBSCRIPTION

Per Annum, \$7.50 Single Copy, 10 cents

ASSOCIATION

Articles of Constitution

Section 1. The objects of this Association shall be
to organize Division Associations.

Sec. 2. To place our occupation upon a high plane
of intelligence, efficiency and skill; to encourage the
formation in Division associations of Sick Benefit
Funds; to establish schools of instruction and ex-
amination for imparting a practical knowledge of
modern and improved methods and systems of trans-
portation and trade matters generally; to encourage
the settlement of all disputes between employer and
employees by arbitration; to secure employment and
adequate pay for our work; to reduce the hours of
daily labor and by all legal and proper means to
elevate our moral, intellectual and social condition.

Unsigned communications cannot be published.
Names of correspondents will not appear with their
products unless by special permission of the corre-
spondent. Matter for publication should be in not
later than the 2nd of the month, and should be
written on one side of the paper.

25

What is a labor union officer and what
are the necessary qualifications?

What is the course of reasoning upon
which may be based the charge that trade
and labor unions are the product of and
maintained by and for labor officials?

Is it a course of reasoning in the interest
of labor that leads to the charge that wage
earners' organizations are maintained by,
and for the convenience, satisfaction and ex-
clusive advantage of labor officials, or is the
charge based upon reasoning in the interest
of the mercenary purpose of others who
make the charge?

A process of reasoning that would lead to
a real conclusion that wage earners' organi-
zations are created and maintained by and
for the officials of wage earners' organiza-
tions, cannot be based otherwise than upon
a very uncomplimentary conception of the
intellect measure of wage earners in general
who constitute wage earners' organizations.
It is a charge that wage earners are so in-
competent in their reasoning faculties that
through fear and the influence of mercenary
motives of the officials of wage earners'
organizations, they allow themselves to be
victimized and robbed. In other words, it is
a charge that the members of a wage
earners' organization are brainless dubs.
Can such a charge stand from unbiased
study and deliberation upon the subject?

In Detroit, as well as in some other in-
dustrial communities and in other industries,
the assistant manager of the municipally
owned and operated street railways has
repeatedly injected the charge that the union

of the motormen, conductors and operators
on the property is an institution maintained
by and for the convenience and profit of the
officers of that organization. He is not
alone in making this charge. We find it ad-
vertised as the charge of many steam rail-
roads and manufacturing concerns as a
feature of propaganda in the interest of
establishing the "Shop Committee Plan"
used as an initiatory move to destroy the
labor organizations of their employees. This
"Shop Committee Plan," the Assistant
Manager of the Street Railways in Detroit,
is endeavoring to effectuate as his initial
process of his intent to destroy the union.

The organizations of wage earners, it will
be found by proper study and investigation,
are the products of the wage earners them-
selves. No labor union official ever
prompted the institution of a wage workers'
union. Before the institution of wage
workers' unions, there were no labor officials.
Before the institution of banks there were
no bank officials. This applies throughout
the entire industrial order. The mere fact
of the existence of wage earners' unions, is
evidence of a reasoning mentality on part
of the wage workers who organize. The
disturbing fact with those who would de-
stroy wage workers' unions, is that those of
the wage workers who do organize, exhibit
a higher degree of mentality—a much higher
degree than those who are found to have
not voluntarily organized in wage workers'
unions. The opponent of organization wit-
nesses an intellectual process on the part of
wage workers who organize. He is per-
plexed that he is not right in his measure
of their intellects and then he seeks argu-
ment to dissuade them. He wishes to pose

as an intellectual benefactor and the result is, as an initiatory step, the "Shop Committee Plan" and he often finds the wage workers on an equal, if not superior intellectual basis than he is exercising himself. Such was the Detroit case.

Wage workers who organize, have a purpose in organizing. That purpose is not for a day only. The organization is for continuous use. It is a movement designed to continue throughout the wage working period. The organization is created by the entire group of wage workers. One may discontinue wage working. Another takes his place. The industry continues. Thus the organization continues to serve the purpose of the continuing or acquired wage workers on the job or in the trade. It becomes a permanent institution—permanent as the employing industry.

Any type of organization—industrial, financial or social, necessarily has its representative order. A presiding officer is found necessary, a recording officer is found to be necessary. A representative directorate of some nature is found to be necessary. Such is the case in any and all organizations or orderly gatherings, social or otherwise. All of these functions require the so-called officers and they are chosen from among the wage earners by the wage earners, and thus we find the wage earners' union officer, but he is no more interested in the survival and success of the union, than are those members who have chosen him as their officer.

The economic power of wage workers must be exclusively within the ranks of the wage workers. Without organization they have no economic power. Without organization, promotions and demotions are wholly within the province of the employing management. A few may be favored to the detriment of many. That privilege is well exercised by non-union employing managements. One employing official of an Electric Railway, frankly made the statement that one of the objects to the Electric Railway Employees' Union—The Amalgamated Association—was the union's insistence upon seniority rights in employment. He held that he should have the right to allot runs or stations in employment on what he termed "merit," while the union forced him to respect seniority in employment. In other words, the union denied him the privilege of favoritism in his relations with employees. It was not a policy adopted by union officials. It is the policy adopted by the wage workers themselves, as a result of their own exclusive deliberations. Such is the case of all advantages that come through organization. The union officials merely represent the wishes and instructions of the wage workers collectively.

The purpose of wage workers in organizing is one that can attain only through such organization under the present system of wage employment. Were there no incentive to the wage worker to join with his asso-

ciate wage workers in organizations, there would be no wage workers' organization. The incentive for organization is to obtain more of the product of the workers in the way of wages for the work. If employing institutions would pay to wage workers as much wages and accord as advantageous working conditions as can obtain to them through organization, there would be no wage workers' unions. Isn't that true? Then it is a fact that wage workers who organize, recognize that employing concerns and that the managements of employing concerns will not voluntarily pay wages and accord working conditions suitable to the livelihood of the wage workers. Illustrations of this, come in the way of the higher scale of wages and better working conditions enjoyed by the organized wage workers. Were this not true, there would be no employers or employing concerns endeavoring to destroy unions. One of the objects of organized employers would not be to destroy unions. There would be no endeavor to enlist the public in a campaign against labor unions.

The qualifications of a union official, representative or committeeman or whatever may be termed his official character, are determined upon by the wage workers themselves. Naturally, what are those qualifications? First: The Unionists insist that the union official must be one of their own number—a wage worker of their craft, that is natural. He then understands the employment. He understands the advantages necessary to the employment. Secondly He must be one of a temperament and understanding consistent with his position as a representative of his associate employees. He must be devoted to the union. He must understand the union's laws and policies. He must understand that he is to follow instructions, not of a shop committee, but instructions of his fellow workers. Third: He must understand that the resource in wages for his associates is from the property with which they are employed and necessarily have an understanding of the business of the property and what there is in it, or what there may be made to be in it for those he represents. Fourth: He must be competent to place before the management of the employing property the wishes of his associates as they have instructed, and understand that he is not representing himself, but that he is representing the employees as a whole, which requires a quality of self-control and a high degree of integrity in the interest of those he represents. It is those qualifications that wage workers expect of those they install in official positions to represent them as union officials. It is also understood by the members of the union that the individual members, serving as representatives or officials are to so serve without financial loss in employment and they are necessarily paid for the time they officially devote to the work of their associate employees. The work of a labor representative or union official is not what critics of unions would have the people to

believe to be an idler's job. It is an employment of exceptional responsibility. Committed to the official or representative are instructions from a group of employees. He recognizes the contentions and oppositions that he must meet in following out instructions. He recognizes the expectancy of those he represents. It may be grievance or agreement work. He realizes that he is looked upon by his associate employees as understanding the nature of their employment and the advantage to obtain in his carrying out instructions. He must understand that he can recommend, but he cannot execute without authority from the employees he represents. To be efficient, he must be adapted to that understanding. He must sense that his associates are behind him strongly in doing the things he is instructed to do, but that he cannot command or expect the support of his associate employees in doing things contrary to instructions. He must understand the vast interests those he represents have in the property upon which they are employed, in making the business of the employer or employing property profitable, to the ability to pay good wages. He must understand that this matter of profitable business bids for co-operation of employees and employing managements in the work, that lack of co-operation cannot be charged to an unwillingness on part of the associated employees. An efficient union official knows the qualifications necessary to his office, and the fact of any sincere unionist accepts an office in his organization should be sufficient evidence of his loyalty and devotion to the organization. But the official of an employing property who charges a union official with the creating and maintaining of a labor organization, knows he is exercising duplicity for the purpose of deception. He knows he is falsifying. He knows he is not bidding for co-operation of employees in employment. He knows his purpose is the denial of the rights of employees to collective agreements.

The success or failure of a union is with the members. A successful union stands out as a tribute to the mentality of the members. The successful union is convincing evidence that the members are capable of conducting a union as a business institution. The greater the success of the union and its assured permanency, the greater is the evidence of the high mentality of the members. What is the union to do? No one can determine only the members in their individual and collective deliberations. Those members do not expect the boss to tell them what the union can or should do. They do not expect the boss to tell them what processes they should follow in accomplishing their purpose. They know that the antagonism of their boss to their organization is sufficient evidence that they should run their own business and not rely upon the boss for their methods or processes. So, they would not elect the boss as an officer of their organization to carry out their instructions or follow the course they direct in carrying out those instructions. It wouldn't do.

That is the reason that the trade unionist or wage worker who understands the relations in employment is opposed to the "Shop Committee Plan." The boss has too much to do with it. It is the plan of the boss. It is the plan adopted by the boss and by union wrecking employers to destroy the effectiveness of the exclusive deliberations and collective efforts of employees. The advocates of the "Shop Committee Plan" well understand their purpose. It is to render ineffective and ultimately destroy the union and establish a condition in employment that will deny to the employees collective bargaining and to render impossible equality of parties to a collective agreement in consummating such agreement. Employers well know that the average wage earner cannot be fooled by this "Shop Committee" proposition. It lacks the privilege of exclusive deliberation in arriving at what wage earners want and it accords to the employer among other things, the privilege of exercising preferences among employees—a privilege that does not come to the employer through unions of wage workers.

FROM LATE REPORTS OF INTERNATIONAL OFFICERS

International President W. D. Mahon, in the latter part of May and to the present period in June, aside from the general office work that engaged his attention, has been in close advisement upon the situations involving the city employed members of Division No. 26, whose case was placed in the Wayne Co. Circuit Court upon petition for mandamus directing the Detroit Street Railway Commission to comply with the city charter of Detroit and an arbitration agreement that existed between the commission and trainmen, to arbitrate disputes that developed from the antagonisms of the Street Railway Commission and its management in their endeavor to drive the employees out of their organization. The trouble was of long standing. By direction of President Mahon, Attorneys Frank D. Eamon and Matthew Bishop were engaged in the case. The case was tried before Chief Judge Theodore M. Richter of the Wayne Co. circuit court from which court an opinion was rendered sustaining the employees in their contention. A mandatory writ was issued June 23. It remains, now, to learn whether the Street Railway Commission and acting mayor of Detroit will respect the decision of the Wayne County Court or appeal. At the present time, June 24, the acting mayor is holding conferences with the representatives of the employees in the course of which there may result a return to the agreement provisions of February 7, 1923 as providing for arbitration. In this event, the assumption is that the opinion of Judge Richter will stand as a ruling upon the city charter arbitration provision. Upon the Detroit United Railway properties. An agreement dispute involving the Pontiac, Orchard Lake, Monroe, Trenton, Wyandotte, Flint Interurban and Flint

City branches of Div. No. 26, Detroit, the D. J. & C. interurban and Ann Arbor Association members of Div. 111, Ypsilanti and Div. No. 90, embracing the Detroit, Mt. Clemens and Port Huron and the Shore Line interurbans and Mt. Clemens and Port Huron City lines trainmen have been settled for another year. The old joint agreement was renewed without wage changes. Upon these cases, International President Mahon had associated with him First International Vice-President Wm. B. Fitzgerald.

First International Vice-President Wm. B. Fitzgerald has assisted International President W. D. Mahon upon the case of the Detroit City Branch of Div. No. 26 in the direction of the Court mandamus proceeding instituted to enforce the conciliation and arbitration provisions of the agreement that was negotiated by International and local officers with the managing officials of the municipally owned and operated lines. The Street Railway Commission, when the officers of the local representing the platform men applied to negotiate changes in the agreement, attempted to repudiate the agreement and deny hearings upon the changes. Two officers of the M. O. branch of Div. No. 26 were dismissed from the service. Following the issuance of an order by Circuit Court Judge Richter directing the Street Railway Commission to comply with the terms of the agreement, or that in effect, conferences were entered with the mayor and assistant manager, Ross Schram with Vice-President Fitzgerald and Attorney Matthew Bishop representing the platform men looking to the restoration of agreement relations. These conferences were in progress June 24. Vice-President Fitzgerald associated with Int. President Mahon in assisting up agreement work in the interest of the D. U. R. Branch of Division No. 26, Detroit, Flint and Pontiac and Divisions Nos. 90, Port Huron and 111, Ypsilanti, Mich. Final conference participated in by Vice-President Fitzgerald resulted in renewing the old agreement for another year. Aside from this work, Vice-President Fitzgerald visited Cleveland, O. early in June, in the interest of Division No. 268. The Cleveland Electric Railway Co. had refused to abide by an arbitration wage award granting 12¢ per hour increase and the Division had resulted to strike to enforce observance of the award. Vice-President Fitzgerald succeeded in having the suspension of work deferred. Later, this case was appealed to the Cuyahoga Circuit Court, where it now rests for final hearing, with agreement relations restored.

Second International Vice-President P. J. O'Brien, late in May assisted Div. No. 540, Trenton, N. J. in the conduct of arbitration proceedings in which pending wage rates were involved. He also assisted the local in effecting an agreement upon the allotment of bus service employment. At Pittsfield, Mass. he assisted Div. No. 495 upon agreement work. The company

finally agreed to renew the old agreement for another year. This was left to be determined upon by a meeting of the members of the local and Vice-President O'Brien was detailed to assist Division No. 726, Stapleton, N. Y. upon agreement work. Agreement was reached upon all matters except wage rates, which subject was submitted for, and is pending arbitration. He assisted Division No. 967, New York, upon agreement and grievance work which yet pends, and was sent to Atlantic City where he assisted Div. No. 774 upon agreement work. After several attempts to obtain an agreement that had been previously refused by the company, arbitration of desired wage conditions was submitted to the management and ultimately refused. The local suspended work June 21 and in its endeavor to establish a desired collective agreement, is being assisted by Vice-Pres. O'Brien.

Sixth International Vice-President George A. Dean, in the course of his work on the Pacific coast, visited San Jose, Cal., and reports Div. No. 265 in a progressive state. At Sacramento, he assisted Div. No. 256 upon construction of by-laws. His final report was June 17.

Eighth International Vice-President Albert E. Jones, at Zanesville, O. assisted Div. No. 781 upon agreement work. The local asked for a 4¢ per hour increase. No agreement could be reached and the local suspended work. This situation was pending June 8. At Dayton, O. he visited Div. No. 749, Dayton, O. where the local was seeking an increase in wages. Old rates are being continued.

Ninth International Vice-President James Largay was detailed to assist Divisions Nos. 169, Easton, 954, Sanderton and 956, Allentown upon agreement work. After a series of conferences the old wage agreement was renewed with slight changes for the better, as per report of June 21.

Eleventh International Vice-President M. J. Murray, upon appeal from Spokane, Wash., visited that city in the interest of reviving and extension of the local in that city that became obscure in its activities some years since, when the properties, upon one of which the local was active were consolidated.

Twelfth International Vice-President C. U. Taylor, in May, visited Div. No. 889, Salem, Ore. in advisement upon a labor forward movement in that city. Aside from addressing a meeting of the local, he addressed a meeting of the Central Labor union. He reports Division No. 889 as being an important unit of the Salem labor movement.

General Executive Board member Edw. McMorrow, in May attended and addressed a meeting of Div. No. 628, Covington, Ky. and advised with the officers of Div. No. 627, Cincinnati, O. upon the affairs of the

local. He later assisted Div. No. 268 upon the arbitration of wages which had been submitted to a Board of five arbitrators. The award obtained, granted 12¢ per hour increase, fixing rates of 67¢ for first 3 months men, 70¢ for the next 9 months service men and 72¢ per hour to those of one year of service. The company refused to abide by the award and attempted to overthrow the agreement. The local entered court, petitioning an order restraining the violation of the agreement. A temporary order was issued, and per report of June 21, the hearing for a permanent order is fixed for June 25.

G. E. B. Member Magnus Sinclair visited Division No. 725, Birmingham, Ala., where the local was involved in a dispute relative to the arbitration of a case of dismissal. Board Member Sinclair was able to obtain the reinstatement of the member without arbitration. From Birmingham he went to Montgomery, Ala. from where he reported Division No. 765 to be in fine shape. At Lexington, Ky., he assisted Division No. 639 in obtaining a renewal of the last year's wage agreement, as reported June 17.

G. E. B. Member P. J. Shea, at Washington, D. C. intervened to have electric railway eliminated from a proposed law that is before Congress to take the place of the present law applying to the Railway Labor Board. The proposed new law is being sought by the Steam Railway brotherhoods. At Scranton, Pa., he assisted Div. No. 168 upon a wage arbitration. The arbitration Board comprised Rev. Bishop Hoban as chairman, L. F. Hart chosen by the local and John McCourt, chosen by the Co. The case is pending the award. At Rochester, Board Member Shea was able to effect a settlement of contentions relative to agreement conditions that had been pending for some time. At Syracuse he assisted Division No. 582 upon agreement work upon the Syracuse and Northern branch of the local membership. The former agreement with a feature of improvement was renewed. At Windsor, Ont., he addressed a meeting of Div. No. 616 upon internal complaints which he reports to have been settled. He was then dispatched to Ottawa, Ont., where he was, per his report of June 22, in the interest of Div. No. 279.

G. E. B. Member John H. Reardon reports that the Board of Arbitration to determine upon wage rates for the members of Divisions Nos. 22, Worcester and 448, Springfield, Mass., has handed down an award granting wage rates of 58¢ per hour for first 3 months men, 63¢ for the next 9 months and 68¢ per hour to those of one year or more of service, with time and one-half for overtime and 8¢ per hour additional for one-man car service. The arbitrators comprised Atty. Jas. H. Vahey representing the local, Atty. Bentley W. Warren representing the Company and Mr. Lewis C.

Parker as chairman. At Manchester, N. H. A wage award was agreed upon by the two arbitrators chosen, one by Division No. 716 and one by the Company. The arbitrators were Atty. Jas. H. Vahey chosen by the local and Atty. Allen Hollis chosen by the company. The wage rates granted without the selection of a third arbitrator are: For first three months men, 50¢ per hour; next 9 months, 55¢ and thereafter, 60¢ per hour with 7¢ per hour additional for one-man car service. At Northampton, Mass. he assisted in the adjustment of a seniority dispute and per his report of June 21, agreement work was progressing in the interest of Divisions Nos. 589, Boston, Division No. 235, Brockton and associated locals and Division 281, New Haven, Conn. and associate locals.

G. E. B. Member Allen H. Burt, who is assisting Division No. 416, Peoria, Ill.; and Divisions Nos. 312 and 313, Davenport, Iowa and Rock Island, Ill. upon agreement work reports that the wage dispute in which is involved Division No. 416, Peoria, is yet in the stage of selecting a third arbitrator to complete an Arbitration Board before whom the dispute will be submitted. At Davenport and Rock Island no wage agreement was reached and the locals submitted disputed points, including the wage question for arbitration. According to his report of June 22, the management of the company was refusing to sign an arbitration pact unless it contained a provision that any award granted would be accepted on in the event of ability to pay.

G. E. B. Member Wm. F. Welch reports that a third arbitrator has been agreed upon to complete an arbitration board before whom will be heard the wage dispute of Division No. 103, Wheeling, W. Va. and the employing company, and per his report of June 21, the case was pending the fixing of a trial date. The board comprises Mr. W. E. Thomas, chairman, Mr. M. Hartzler, appointed by the company and Mr. Thos. F. Kady, appointed by Division No. 103. At Portsmouth, O., pending the case in Wheeling he is assisting Division No. 455 upon agreement work. The local is asking for an increase in wages.

G. E. B. Member Alex McGuire reports a wage settlement in behalf of Division No. 507, Marengo, Ill. He later visited Danville, Ill. where he addressed a meeting of Division No. 905 and assisted Division No. 772 upon grievance work. As reported June 21 he was assisting Division No. 752, Bloomington, Ill. upon agreement work. He also assisted Division No. 909, Springfield, Ill. upon grievance adjustments. In the course of his work, he organized the Rockford, Ill. street railway men and instituted, there, Division No. 970, which later disbanded.

Intimidating tactics of the company were effective.

EIGHT-HOUR LAW OF DETROIT DECLARED UNCONSTITUTIONAL

Attorney General Ex. Rel. Lennane Et. Al.
V. City of Detroit

196 Northwestern Reporter, Page 391

FELLOWS, J. The Attorney General files this information or bill in equity on the relation of numerous contractors of the city of Detroit engaged in the performance of contracts with the city in public work, to restrain the city from enforcing the provisions of chapter 2 of title 9 of its charter, entitled "Minimum Wage," and of an ordinance of the city of similar purport. The ordinance which contains a penal provision so closely follows the charter provision that it will not be necessary to quote it.

The record is quite convincing that the city itself has failed to differentiate between an "emergency" and a convenience, and has quite uniformly failed to limit a day's work to eight hours; it is also quite convincing that the laborers of Detroit prefer a 10-hour day with its added compensation to an 8-hour day. The record also established without dispute that the enforcement of the charter provisions and ordinances will add from 10 to 30 per cent. to the cost of all public work in the city. The provisions of the charter and the ordinance are assailed for the following reasons:

"(1) Because the inclusion of chapter 2 of title 9 in the charter of the city of Detroit was in excess of the authority conferred upon the municipality, and is therefore ultra vires.

"(2) Because the provisions of such chapter are in violation of the Constitution of the United States.

"(3) Because the provisions of said chapter are contrary to the provisions of the Constitution of the State."

These contentions were sustained by the trial judge and the relief prayed was granted.

(1) We are persuaded that the inquiry in this court may be considerably narrowed, as a decision of the first question will dispose of the case. That the state may regulate the hours of labor for the state itself, and for its municipalities acting under delegated authority, and may fix a minimum wage therefor, is settled by *Atkin v. Kansas*, 191 U. S. 207, 24 Sup. Ct. 124, 48 L. Ed. 148. That case is bottomed upon the right of the state to declare a public policy for itself and its municipalities in the conduct of public work. We may further narrow the inquiry. Without deciding but assuming for the purposes of the case, that the city may fix a public policy applicable to its matters of local and municipal concern, there is still left the question of the power of the city to declare a public policy applicable to matters of state concern. That the municipality performs dual functions, some local in character, the others as agent of the state, will be presently considered; and, while this court from the beginning has vigilantly sustained the right of local self-government, it has with equal vigilance sus-

tained the right of the state in the exercise of its sovereign power. Attempts of the state to meddle with the purely local affairs of a municipality have been promptly checked by this court, and attempts of municipalities to arrogate to themselves power possessed by the state alone in its sovereign capacity must meet alike check at the hands of this court. Neither may trench upon the power possessed by the other alone.

(2) In matters of public health, of police, and numerous other activities, the municipality acts as an agent of the state. It owns waterworks and electric light plants as proprietors, and its management of them are matters of local concern, as are numerous other activities pertaining to the locality as distinguished from the state at large.

(3, 4) The police power rests in the state. Neither the general language of subdivision (t), above quoted, nor any other provision of the Home Rule Act, delegates to municipalities the general exercise of all of such police power. Nor do the constitutional provisions above quoted work such result. While the municipality in the performance of certain of its functions acts as agent of the state it may not as such agent fix for the state its public policy. That power has not been delegated in some effective way, the police power remains in the state.

After quoting authorities and citing cases the court proceeded:

(5) In the provisions under consideration the city has undertaken to exercise the police power not only over matters of municipal concern, but also over matters of state concern; it has undertaken not only to fix a public policy for its activities which are purely local but also for its activities as an arm of the state. The provisions apply alike to local activities and state activities. If we assume, as we have, for the purposes of the case, without deciding, the question that the city possesses such of the police power of the state as may be necessary to permit it to legislate upon matters of municipal concern, it does not follow that it possesses all the police power of the sovereign so as to enable it to legislate generally in fixing a public policy in matters of state concern. This power has not been given it either by the Constitution or the Home Rule Act. The converse of the situation here presented was before this court in *Davidson v. Hine*, 151 Mich. 294, 115 N. W. 246, 15 L. R. A. (N. S.) 575, 123 Am. St. Rep. 267, 14 Ann. Cas. 352. There the state has assumed to act in a matter of local self-government, as well as a matter of state concern. It was there said by Mr. Justice Carpenter, speaking for the majority of the Court:

"If this act had been confined to the police department it would have been constitutional under the decision of *People v. Mahaney*, 13 Mich. 481. But it is not so confined. It gives to the bureau appointed by the Governor full power and control over the fire department of said city, and it is clear that this feature is an essential part

of the act, and, if unconstitutional, the entire act must fall."

We are persuaded here as there that the entire provision under consideration must fall.

The decree will be affirmed; but as the case involves public questions, no costs will be allowed.

A. P. of L. Legal Bureau

THE INTERNATIONAL LABOR OFFICE AND CHILD LABOR

The proposed Child Labor Amendment to the Constitution of the United States, which is now receiving so much attention from the legislative body in Washington, recalls to mind the two Draft Conventions on the employment of children and young persons, which were adopted at the First International Labor Conference held in Washington in 1919. The first of these conventions proposed the establishment of a minimum age for employment of 14 years, while the second dealt with the prohibition of night work for young persons. A review of action taken throughout the world on these conventions is of interest as significant of the necessity of adopting the present amendment or of falling into the category of so-called backward countries.

The minimum age convention has been ratified by 8 countries: Bulgaria, Czechoslovakia, Denmark, Estonia, Great Britain, Greece, Roumania and Switzerland.

Ratification has been authorized by the competent authorities in Finland, Japan, Netherlands and Poland.

Ratification has been recommended in Argentine, Belgium, Brazil, Chile, Cuba, France, Germany, Lithuania and Spain.

—Int. Labor Office.

STRIKES AND LOCKOUTS

Buffalo, N. Y.—Division No. 623 can report no material change in the strike situation affecting the Street Railway service in this city. Reports of the company are in effect that the return from operation of the cars by strike-breakers is yielding less than operating expenses.

Lima, O.—Division No. 759 can report no new developments in the strike situation here. Cars are being operated, but the effect of the unfairness of the company towards labor, makes operation expensive far in excess of receipts.

Zanesville, O.—Division No. 781, sometime since, in seeking a renewal of agreement was unable to agree with the management of the property upon the subject of wage rates. The wage dispute was submitted for arbitration. Two primary arbitrators were appointed, one each by the company and the local. This was some weeks ago and the company evaded the appointment of a third arbitrator and finally submitted an ultimatum that no arbitrator would be agreed upon unless the organiza-

tion would accept the company's attorney. This the employees rejected and work was suspended May 22. No cars have since been operated. The local is being assisted by International Vice-President Albert E. Jones.

Atlantic City, N. J.—Division No. 774 suspended work June 21. A renewal of agreement was requested with a provision for an increase in wage rates. The company refused the increase and when the local submitted the subject of wage rates for arbitration, the management took the position that in the event that arbitration should be insisted upon, the agreement in its entirety should be a subject of arbitration. After deliberation upon this proposition, the members voted instructing the officers of the local to accept that arrangement for arbitration. Later when the acceptance to arbitrate the entire agreement was submitted to the company, the management refused to abide by it. The management then posted a bulletin order fixing wages at the old rates and refused to consider further agreement relations. As the result the suspension of work took place. The local is being assisted by International Vice-President P. J. O'Brien.

Disbursements from the Death, Disability and Old Age Benefit Fund during the month of April, 1924, were made to beneficiaries on claims as follows:

Death Benefits

Mrs. Bertha Neely, beneficiary, death claim of Roy Neely, deceased, late member of Div. No. 26, Detroit, Mich.; cause, Peptic Ulcers of Stomach and Duodenum.....	\$500.00
Mrs. Marie Ashley, beneficiary, death claim of Roy Ashley, deceased, late member of Div. No. 26, Detroit, Mich.; cause, Acute Lobar Pneumonia.....	250.00
Mrs. Sarah Patton, beneficiary, death claim of Peter J. Patton, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, Pulmonary Hemorrhage.....	800.00
Mrs. Margaret Kiser, beneficiary, death claim of Orlando Kiser, deceased, late member of Div. No. 85 Pittsburgh, Pa.; cause, Cerebral Apoplexy.....	800.00
Mrs. Irene Hohman, beneficiary, death claim of Charles Elliott, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, Chronic Endocarditis.....	800.00
P. J. McGrath, financial secretary and treasurer of Div. No. 85, for beneficiaries, death claim of George S. Weimer, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, Acute Myocarditis.....	800.00
Mrs. Edna E. McCollum, beneficiary, death claim of Walter E. McCollum, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, Uremia and Chronic Interstitial Nephritis.....	800.00
Maud Alice Adamson, beneficiary, death claim of George Adamson, deceased, late member of Div. No. 113, Toronto, Ont.; cause, Chronic Nephritis.....	800.00
Mrs. William Luckhurst, beneficiary, death claim of William Luckhurst, deceased, late member of Div. No. 113, Toronto, Ont.; cause, Heart Failure.....	100.00
Bridget G. Gilboy, beneficiary, death claim of Michael Gilboy, deceased, late member of Div. No. 164, Wilkes-Barre, Pa.; cause, Chronic Myocarditis.....	800.00
Tena Phillips, beneficiary, death claim of John Phillips, deceased, late member of Div. No. 165, Girardville, Pa.; Acute Dilatation of Heart superinduced by Acute Indigestion.....	400.00
Mrs. Margaret Heinzman, beneficiary, death claim of Daniel Heinzman, deceased, late member of Div. No. 168, Scranton, Pa.; cause, Acute Dilatation of Heart.....	800.00

Lucille P. A. Fauries, beneficiary, death claim of P. A. Fauries, deceased, late member of Div. No. 194, New Orleans, La.; cause, Pulmonary Tuberculosis.....	800.00
Mrs. Florence J. Leveson, beneficiary, death claim of J. W. Leveson, deceased, late member of Div. No. 194, New Orleans, La.; cause, Pulmonary Tuberculosis.....	800.00
Mrs. Louisa S. Anderson, beneficiary, death claim of Sam Anderson, deceased, late member of Div. No. 194, New Orleans, La.; cause, Uremic Coma.....	150.00
William Taber, financial secretary-treasurer of Div. No. 241, for beneficiaries, death claim of John Proudfoot, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Shock and injuries sustained in automobile accident.....	800.00
Mrs. Mary Behland, beneficiary, death claim of Albert Behland, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Accident—being crushed in a collision of street cars.....	600.00
Mrs. Johanna Buhman, beneficiary, death claim of Peter Buhman, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Organic Heart Disease.....	\$800.00
William Taber, financial secretary-treasurer of Div. No. 241, for beneficiaries, death claim of Peter Hammerlund, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Carcinoma of the Stomach.....	800.00
Mrs. Anna Franey, beneficiary, death claim of John F. Franey, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Cerebral Thrombosis.....	800.00
Fred W. Hayes, administrator of estate of deceased, for beneficiaries, death claim of Richard Hayes, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Asphyxiation due to inhaling illuminating gas escaping from a hot water heater, accidental.....	400.00
Max Borchardt, executor of will of deceased for beneficiaries, death claim of Fridrig W. Geschu, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Gun-shot wound—self-inflicted.....	800.00
Mrs. Anna Doge, beneficiary, death claim of Gust Doge, (Dage), deceased, late member of Div. No. 241, Chicago, Ill.; cause, Exhaustion occurring during a mental disease.....	800.00
William Taber, financial secretary-treasurer of Div. No. 241, for beneficiaries, death claim of Daniel F. Bergan, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Chronic Appendicitis.....	600.00
William Taber, financial secretary-treasurer of Div. No. 241, for beneficiaries, death claim of William Cannon, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Chronic Myocarditis and Nephritis.....	800.00
William Taber, financial secretary-treasurer of Div. No. 241, for funeral, tombstone, doctor and other expenses, death claim of John Murphy, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Paralysis.....	800.00
Mrs. Mae Kadlec, beneficiary, death claim of Charles J. Kadlec, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Pulmonary Tuberculosis.....	500.00
Mrs. Mary Fogarty, beneficiary, death claim of Michael J. Fogarty, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Lobar Pneumonia.....	700.00
Mrs. Catherine Schrecke, beneficiary, death claim of Fred Schrecke, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Carcinoma of the Stomach.....	800.00
Mrs. Augusta Wester, beneficiary, death claim of John W. Wester, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Chronic Myocarditis.....	800.00
Mrs. Bridget Ford, beneficiary, death claim of Patrick Ford, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Cerebral Hemorrhage.....	100.00
Mrs. Loretta Allgeier, beneficiary, death claim of John H. Allgeier, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Pulmonary Tuberculosis.....	150.00
Mrs. Mary Meyer, beneficiary, death claim of Frank A. Meyer, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Tuberculosis of the Larynx.....	700.00
Mrs. Josephine Domke, beneficiary, death claim of August Domke, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Chronic Nephritis and Diabetes Mellitus.....	800.00
Charles H. Reagan, financial secretary of Div. No. 242, for funeral, doctor and other expenses, death claim of David A. Hyde, deceased, late member of Div. No. 242, Montpelier, Vt.; cause, Prostaten Abscess and Nephritis.....	500.00
Mrs. Maria J. Loring, beneficiary, death claim of Charles H. Loring, deceased, late member of Div. No. 253, Quincy, Mass.; cause, Cancer of Face.....	800.00
W. M. Rea, financial secretary of Div. No. 268, for power of attorney for beneficiary, death claim of Hugh Thompson, deceased, late member of Div. No. 268, Cleveland, O.; cause, Pulmonary Tuberculosis.....	800.00
Gemella Bungard, beneficiary, death claim of (Alex) A. R. Bungard, deceased, late member of Div. No. 268, Cleveland, Ohio; cause, Cancer of Bladder.....	800.00
Lottie M. Hughes, beneficiary, death claim of Wm. C. Hughes, deceased, late member of Div. No. 268, Cleveland, Ohio; cause, Tumor of Brain.....	150.00
Kittie vanderwyst, beneficiary, death claim of Peter vanderwyst, deceased, late member of Div. No. 268, Cleveland, Ohio; cause, Chronic Nephritis.....	800.00
Mrs. Frank A. Harrison, beneficiary, death claim of Edward A. Hatch, deceased, late member of Div. No. 269, Danbury, Conn.; cause, Senility and Arterio Sclerosis.....	800.00
R. U. Morford, financial secretary and treasurer of Div. No. 272, for beneficiary, death claim of H. Rice, deceased, late member of Div. No. 272, Youngstown, Ohio; cause, Broncho-Pneumonia, jaundice and Cancer Pancreas.....	\$800.00
R. U. Morford, financial secretary and treasurer of Div. No. 272, for beneficiary, death claim of Frank Stearns, deceased, late member of Div. No. 272, Youngstown, Ohio; cause, Broncho-Pneumonia.....	800.00
Isola E. Fox, beneficiary, death claim of F. M. Fox, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Edema of Lung.....	800.00
Mrs. Gertrude Smith, beneficiary, death claim of Alex Smith, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Peritonitis.....	250.00
Wm. S. McClenathan, secretary-treasurer of Div. No. 308, for beneficiaries, death claim of Adolph Soehren, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Septicemia following injuries sustained in automobile accident.....	800.00
Mrs. Ada V. Tucker, beneficiary, death claim of Thaddeus Jefferson, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Cerebral Hemorrhage.....	250.00
Wm. S. McClenathan, secretary-treasurer of Div. No. 308, for beneficiary, death claim of M. McGregor, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Organic Heart Disease.....	800.00
Mrs. Joseph Zurek, beneficiary, death claim of Joseph Zurek, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Accident—Shock and injuries from being struck by street car while at work as trackman.....	250.00
Wm. S. McClenathan, secretary-treasurer of Div. No. 308, for beneficiaries, death claim of Joseph Wood, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Chronic Nephritis with Uremia.....	800.00
Elizabeth Korth, beneficiary, death claim of Charles Korth, deceased, late member of Div. No. 379, Niles, Ohio; cause, Carcinoma of Stomach.....	800.00
Roy Lowellen, financial secretary and treasurer of Div. No. 379, for beneficiary, death claim of Scott L. Stone, deceased, late member of Div. No. 379, Niles, Ohio; cause, Neuritis and Costal Neuralgia.....	400.00
Jennie A. Wilkins, beneficiary, death claim of James H. Wilkins, deceased, late member of Div. No. 380, Elyria, Ohio; cause, Angina Pectoris.....	800.00
O. E. White, financial secretary and treasurer of Div. No. 416, for beneficiary, death claim of William Armstrong, deceased, late member of Div. No. 416, Peoria, Ill.; cause, Bright's Disease.....	800.00
Jennie A. Clintaman, executrix of will of deceased, for payment of funeral, tombstone, and other expenses, death claim of Cooley Bronson, deceased, late member of Div. No.	

425, Hartford, Conn.; cause, Chronic Myocarditis.	800.00
Ora Goble, beneficiary, death claim of Charles P. Goble, deceased, late member of Div. No. 441, Des Moines, Iowa; cause, Cerebral Apoplexy.	800.00
M. J. Hennessey, financial secretary and treasurer of Div. No. 448, for beneficiary, death claim of Henry A. McLean, deceased, late member of Div. No. 448, Springfield, Mass.; cause, Pulmonary Tuberculosis.	800.00
Anna Flora Bodman, beneficiary, death claim of William H. Bodman, deceased, late member of Div. No. 448, Springfield, Mass.; cause, Chronic Interstitial Nephritis and Arterio Sclerosis.	800.00
W. F. Ley, financial secretary and treasurer of Div. No. 497, for beneficiary, death claim of Frank Kelley, deceased, late member of Div. No. 497, Pittsburgh, Kansas; cause, Accident—run down by motor car, causing concussion of brain followed by Cerebral Meningitis and other injuries.	800.00
John Lee, beneficiary, death claim of Coleman J. Lee, deceased, late member of Div. No. 518, San Francisco, Calif.; cause, Peritonitis following operation of Appendix.	100.00
Annie Glover, beneficiary, death claim of John B. Glover, deceased, late member of Div. No. 518, San Francisco, Calif.; cause, Chronic Myocarditis.	800.00
Mrs. Marjorie Carter Shea, beneficiary, death claim of Timothy H. Shea, deceased, late member of Div. No. 537, Holyoke, Mass.; cause, Pulmonary Tuberculosis.	250.00
Bertha B. Hardcastle, beneficiary, death claim of Alfred Hardcastle, deceased, late member of Div. No. 582, Utica, N. Y.; cause, Lobar Pneumonia.	800.00
Mrs. K. S. Deom, for payment of funeral, doctor, nursing and other expenses, death claim of J. B. Deom, deceased, late member of Div. No. 587, Seattle, Wash.; cause, Pulmonary Tuberculosis.	500.00
Pauline Henry, beneficiary, death claim of J. P. Henry, deceased, late member of Div. No. 587, Seattle, Wash.; cause, Knife wound of chest—accidental.	250.00
Catherine Mitchell, beneficiary, death claim of John Mitchell, deceased, late member of Div. No. 589, Boston, Mass.; cause, General Athenemata and Broncho-Pneumonia.	250.00
Mrs. Sarah Thomas, beneficiary, death claim of William Thomas, deceased, late member of Div. No. 589, Boston, Mass.; cause, Lobar Pneumonia.	800.00
Cora M. Webber, beneficiary, death claim of Joseph W. Webber, deceased, late member of Div. No. 589, Boston, Mass.; cause, Thrombosis of Mesentery and Intestinal Obstruction.	800.00
Mrs. Annie Reardon, beneficiary, death claim of John Reardon, deceased, late member of Div. No. 589, Boston, Mass.; cause, Organic Disease of the Heart.	250.00
Grace I. Dickinson, power of attorney for beneficiaries, death claim of Alfred R. Bates, deceased, late member of Div. No. 589, Boston, Mass.; cause, Arterio Sclerosis and Myocarditis.	800.00
Mrs. Ellen Burke, beneficiary, death claim of Patrick M. Burke, deceased, late member of Div. No. 589, Boston, Mass.; cause, Post-operative Pneumonia.	200.00
Catherine R. Williams, beneficiary, death claim of Wesley E. Williams, deceased, late member of Div. No. 589, Boston, Mass.; cause, Lobar Pneumonia.	800.00
Emma S. Evans, beneficiary, death claim of Martin E. Evans, deceased, late member of Div. No. 589, Boston, Mass.; cause, Operation for an enlarged Prostate, also Pneumonia and Myocarditis.	800.00
Walter E. Stone, executor of will of deceased for beneficiaries, death claim of Irving H. Weeks, deceased, late member of Div. No. 589, Boston, Mass.; cause, Cerebral Hemorrhage.	800.00
Cecil Radmore, beneficiary, death claim of John E. Radmore, deceased, late member of Div. No. 591, Hull, Quebec; cause, Meningitis.	800.00
Ada Horton, beneficiary, death claim of U. J. Horton, deceased, late member of Div. No. 618, Providence, R. I.; cause, Strangulation by hanging, suicide.	800.00
Mabel L. Potter, beneficiary, death claim of Frank Albert Potter, deceased, late member of Div. No. 618, Providence, R. I.; cause, Cardio Renal Bright's Disease.	800.00
Josephine Jakubiak, beneficiary, death claim of Valentine Jakubiak, deceased, late member of Div. No. 623, Buffalo, N. Y.; cause, Chronic Myocardial Degeneration.	800.00
Mrs. John C. McGaughey, beneficiary, death claim of John C. McGaughey, deceased, late member of Div. No. 623, Buffalo, N. Y.; cause, Chronic Endocarditis.	800.00
John Calkins Jr., beneficiary, death claim of John Calkins, deceased, late member of Div. No. 623, Buffalo, N. Y.; cause, Uræmia and Broncho-Pneumonia.	800.00
Charlotte Mueller, beneficiary, death claim of John A. Mueller, deceased, late member of Div. No. 623, Buffalo, N. Y.; cause, Pulmonary Tuberculosis.	800.00
Mrs. Jessie F. Orr, beneficiary, death claim of John Samuel Orr, deceased, late member of Div. No. 663, St. John, N. B.; cause, Fractured skull—struck by a shaft of lumber.	500.00
Mrs. Perry R. Starr, beneficiary, death claim of Perry R. Starr, deceased, late member of Div. No. 678, Mars, Pa.; cause, Chronic Parenchymatous Nephritis (Bright's Disease).	800.00
Mrs. Annie Gianettoni, beneficiary, death claim of Camillo Gianettoni, deceased, late member of Div. No. 687, San Francisco, Calif.; cause, Shock and Hemorrhage from Fracture of skull while at work as trackman.	600.00
C. C. Ferguson, financial secretary and treasurer of Div. No. 694, for beneficiary, death claim of I. Richards, deceased, late member of Div. No. 694, San Antonio, Texas; cause, Pulmonary Tuberculosis.	700.00
Mrs. James L. Davis, beneficiary, death claim of James L. Davis, deceased, late member of Div. No. 713, Memphis, Tenn.; cause, Lobar Pneumonia and Pneumococcus Meningitis.	600.00
Mrs. Ida E. Hinton, beneficiary, death claim of John W. Hinton, deceased, late member of Div. No. 725, Birmingham, Ala.; cause, Paralysis.	700.00
Mrs. Mary Ann Elliott, beneficiary, death claim of J. T. Elliott, deceased, late member of Div. No. 732, Atlanta, Ga.; cause, Pulmonary Tuberculosis.	250.00
Mrs. Kate Muller, beneficiary, death claim of A. H. Muller, deceased, late member of Div. No. 758, Tacoma, Wash.; cause, Diabetes.	275.00
Mrs. Annetta Wheeler, beneficiary, death claim of Joseph Wheeler, deceased, late member of Div. No. 774, Atlantic City, N. J.; cause, Pneumonia and Diabetes.	150.00
Mrs. George Iverson, beneficiary, death claim of George Iverson, deceased, late member of Div. No. 779, Sioux City, Iowa; cause, Brain Tumor.	600.00
Mary J. Buchmiller, beneficiary, death claim of Valentine Buchmiller, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Pulmonary Tuberculosis.	150.00
L. A. Graesser, financial secretary and treasurer of Div. No. 788, to apply on funeral expenses, death claim of John Lynn, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Apoplexy (Cerebral Hemorrhage).	250.00
Ellen McGuire, beneficiary, death claim of Terrance McGuire, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Chronic Interstitial Nephritis.	600.00
Mary G. Hammett, beneficiary, death claim of Alton J. Hammett, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Arterio Sclerosis and Degeneration of Heart.	100.00
James Halpin, financial secretary of Div. No. 810, for beneficiary, death claim of Daniel W. Lyons, deceased, late member of Div. No. 810, Dayton, Ohio; cause, Hemorrhage due to gunshot wound of head, suicide.	500.00
Edwin Hunt, executor of will of deceased for beneficiaries, death claim of Francis Hunt, deceased, late member of Div. No. 819, Newark, N. J.; cause, Acute Cardiac Dilatation.	100.00
Caroline Connelly, beneficiary, death claim of Thomas Connelly, deceased, late member of Div. No. 819, Newark, N. J.; cause, Lobar Pneumonia.	250.00

James McKeever, financial secretary of Div. No. 821, for funeral and other expenses, death claim of Charles Luth, deceased, late member of Div. No. 821, Jersey City, N. J.; cause, Lobar Pneumonia.....	350.00
Mrs. Ruth MacDowell, beneficiary, death claim of George H. MacDowell, deceased, late member of Div. No. 824, New Brunswick, N. J.; cause, Pulmonary Tuberculosis.....	500.00
Nellie Canfield, beneficiary, death claim of George Canfield, deceased, late member of Div. No. 847, St. Joseph, Mo.; cause, Lobar Pneumonia.....	400.00
M. Vasconcellos, financial secretary of Div. No. 942, for beneficiary, death claim of Joseph K. Kaahua, deceased, late member of Div. No. 942, Honolulu, T. H.; cause, Post-operative shock.....	400.00
Disability Benefit	
William Beck, member of Div. No. 382, Salt Lake City, Utah; cause, went to work in good condition, but before shift was over could hardly bear pain in eyes from getting some brass of air key in eyes causing loss of vision.....	800.00
Old Age Benefits	
Alfred Showcross, member of Div. No. 26, Detroit, Mich.....	800.00
Patrick Cronin, member of Div. No. 235, Brockton, Mass.....	800.00
J. A. Olivier, member of Div. No. 194, New Orleans, La.....	800.00
Total.....	\$64,725.00

IN MEMORIAM

By Div. No. 628, Covington, Ky.

Whereas, The Angel of death has again visited our ranks and taken away one of our most highly respected members in the person of Brother W. T. Glover, who was a faithful worker since the institution of this Local Division, and as a token of our esteem; be it resolved

Resolved, That in the death of Brother Glover, this Division has lost one of our most loyal members, his family a loving companion and the community an honorable citizen; and, be it further

Resolved, That our charter be draped for a period of thirty days and that a copy of this resolution be entered upon the records of this Division, a copy sent to his family and a copy sent to the MOTORMAN AND CONDUCTOR for publication.

Fraternally submitted,

IRA LATIMER,
ROBERT WATKINS,
JESSE RAMEY,

Committee.

May 28.

By Div. No. 663, Saint John, N. B.

Whereas, It has pleased Almighty God in His infinite wisdom, to remove from our midst, our beloved brother, Frank Neason, in whose death we have lost a true and loyal brother. We know that words cannot alleviate the grief of the beloved widow, yet we feel that it will be a consolation for her to know that faithful friends and brothers offer their sympathy; therefore, be it

Resolved, That our charter be draped for a period of thirty days; a copy of this resolution be sent to the widow, the MOTORMAN AND CONDUCTOR; and be placed upon the minutes.

PERC. MOORE,
WM. NICKERSON,
C. E. HARRISON,

Committee.

May 11th.

By Div. No. 724, Augusta, Me.

Whereas, The Infinite Father of all the living, has called to His nearer presence our late brother and fellow-worker, Warren Storer Dudley, leaving only the pleasant memories of comradeship to cheer us as we turn from the sadness of parting and go forward in our earthly duties, always remembering that just beyond us—nearer perhaps than we think—are the invisible lines of that great majority of departed ones, who wait to welcome us to a brighter country, where sorrow and pain can never come;

Resolved, That in his passing, we lose an active and valued member, who will be greatly missed;

Resolved, That we extend to the bereaved family

our deepest sympathy; that our charter be draped for a period of thirty days; that a copy of these resolutions be sent to the family of our late brother; a copy be placed upon our records and a copy sent to the MOTORMAN AND CONDUCTOR.

F. W. HEFFERNAN,
ALTN S. HASSELL,
ORRIS FULLER,

Committee on Resolutions.

June 2.

By Div. No. 660, Centralia, Ill.

Whereas, Almighty God in His wisdom has seen fit to remove from our midst our beloved brother, Danial W. McClance, in whose death we have lost a true friend and a loyal member.

Whereas, We know that words cannot alleviate the grief of the beloved widow, yet we feel that it will be a consolation for her to know that faithful friends and brothers offer their sympathy; therefore, be it Resolved, That we of Division No. 660 of A. A. of S. and E. R. E. of A. extend our heart felt sympathy and consolation to the bereaved family of our late brother; and, be it further

Resolved, That in evidence of our sorrow and respect our charter be draped for a period of 30 days. Attest: E. E. RICE, Financial Secretary.
June 16.

Div. No. 128, Asheville, N. C.

Whereas, We have lost from our midst, Brother Hobart Davis, one who has been with us for several years and whom we have come to look upon and love as a true brother in this life and with whom we have gone along the pathway of life, side by side.

Whereas, The grim hand of the Great Reaper has taken him in the bloom of manhood unto His own, no more will we see his pleasant face, no more will we hear his friendly laugh. He is gone—our brother. May he be at peace; therefore, be it

Resolved, That we, members of Local 128, Amalgamated Association of Street and Electric Railway Employees of America extend our heartfelt sympathy and consolation to the bereaved family of our late brother; and, be it further

Resolved, That the charter of our local be draped in mourning for a period of thirty days as a mark of respect to the memory of Brother Davis, and that a copy of this resolution be recorded on the minutes of our organization and that a copy be given the family of the deceased, and to the Asheville Advocate and the CONDUCTOR AND MOTORMAN for publication.

E. H. REVIS,
E. C. MESSER,
J. M. PADGETT,
G. W. DEBREEKL,

Committee.

By Div. No. 858, York, Pa.

Whereas, Almighty God, in His infinite power and wisdom, has seen fit to remove from our midst, our esteemed and beloved brother, William H. Wallick, in whose death we have lost a true and loyal member and his family a loving husband and father; and while we know that words cannot alleviate the grief of the beloved widow and family, yet we feel that it will be a consolation for them to know that faithful friends and brothers offer sympathy; therefore, be it

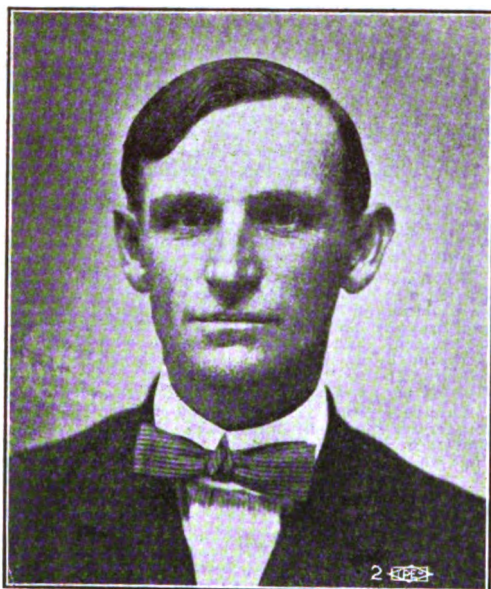
Resolved, That we will remember that in prayer there is unity and as our Father has taken our brother, we shall pray for, and confide that he has his place in heaven, and that we may all meet there when we, too, are called to the shore beyond; further

Resolved, That we, the members of Division 858 Amalgamated Association of Street and Electric Railway Employees of America, in regular meeting assembled, extend our heartfelt sympathy and condolence to the bereaved widow and family; and, further, be it

Resolved, That as a token of our respect for our late brother, we drape our charter for a period of thirty days; that a copy of these resolutions be entered upon the minutes of our meeting; forwarded to the bereaved widow and published in the MOTORMAN AND CONDUCTOR Journal.

Attest.
May 24.

CHARLES KLUNK, Pres.
PAUL E. RANSHAUSER, Tr
JESSE HOOVER, Sec.
Committee.



**LATE BROTHER
CHARLES A. WALLERMYER**
Division No. 858, York, Pa.

January 15, of this year, Division No. 858, York, Pa., through death, lost an appreciative member. Appropriate resolutions were extended to the bereaved family and an expression of profound appreciation of the service of Brother Charles A. Wallermyer is due to him from his associates of Division No. 858. It is the type of men represented by Brother Wallermyer that makes for the success of the Amalgamated Association. He was clear headed, thoughtful of the interests of others and devoted to that purpose of life that inspires us to live and do for others.

FIRST AID SAVES LIFE

Wheeling, W. Va.—We are in an Arbitration procedure to settle our wages for the next year. We are asking for 69¢ per hour as top wages, while the company only offered us 59¢ which we rejected in hopes of a better settlement by arbitration.

The seniority boards at the various barns were opened for a pick of runs, with one exception, on the first of June. The exception is the Pan Handle barn who's board was opened on the 12th of May. Several men left the service, among them most notable, were William Miles with about 25 years of service and Harry Wilkins of about 27 years of service. We hate to see men of this kind leave us for they are the kind that the Union needs in the service.

There have arrived at the Island barn 22 new machines or "motors," of 510 type for the new cars when they arrive, of which the first lot of six, will arrive about the last of June. There will then be 86 Motors and 22 new Cars that the company has purchased. They say the Cars are of the most up to date type that can be had.

Brother Leo Schultz has demonstrated the value of First Aid by saving a boy's life, who was hurt when he collided with an Automobile. The boy's head was cut and an Artery ruptured, causing profuse bleeding. The Brother by applying an improvised bandage stopped the hemorrhage, rushing the boy to the hospital where medical attention was had. He would no doubt have died from bleeding, thus

the Brother has demonstrated that First Aid is a value to anyone to know, because no one can tell when, where or how they may have need of it.

Brother Henry Pronafel is still on the sick list. He has been off for some time on account of a nervous breakdown.

The best place to go, is the only place to go, come to our meetings; **EVERYBODY'S WELCOME.**

—J. D. COR. 103.

PUBLIC FUNNY ANIMAL

Hannibal, Mo.—Busses, Busses, Busses everywhere, the old town is full of 'em, and don't think they are running empty either, cause they are doing a pretty good business, all of which means that the company for whom we work is suffering to beat the bind. The buss charges 10¢ while we charge 6¢, but the four cents difference doesn't seem to stop the public from riding the auto-bus. Yes, the public is a funny animal. He raises a mighty yelp when the car company wants to raise the fare from five to six cents, yet goes out and spends a dime for a ride when he could get the same thing for less.

The paving game is making things interesting around here at present. Also, the city is promoting a big paving boom this spring, which hits the car company for something like \$20,000 with business gone to the bow-wow. This paving thing is rather out of place. The company has refused to do any paving, whereupon the city decides to do the paving themselves and take court action to collect the same.

Did somebody say things were dull around these parts? Well, this correspondent says, "not much." Things seem to be rather lively at present.

Not many sick at present. The writer is busy building a new residence. Minor Huggins and Chas. Winnegar are new members.

—872.

DEAN VISITS LOCAL

San Jose, Cal.—There is nothing to report but healthy progress on the part of Division 265. The usual news and doings of the men are happening all of the time and as we are still driving the one-man car, our lives are monotonous and humdrum.

At our meeting on March 28th, Brother Geo. A. Dean of Stockton was with us and gave an interesting address on the condition of Unionism in general and specifically as to the state of the locals making up the Amalgamated. He also had two delegates appointed, Brothers Jameson (President) and Vierke (F. S.) to meet with others of the locals of the state to devise ways and means for the betterment of the street car men of California. They met in Oakland, April 10th and reported a very valuable meeting.

Brother J. W. Goble who has had a bad sick spell, is back at his work.

Brother Geo. Leighton joined our ranks recently.

Brother B. F. Hawer had to resign from the road on account of sickness. He also resigned from membership in the union.

Brother Mundia still holds down his job.

Brother Jo. Trousdell is away assessing.

Brother Wilford Blackmore runs the bus to Oak Hill cemeteries on Sundays and Holidays.

—265.

INSTALL OWL SERVICE

Sioux City, Iowa.—Brother Bill Lasmer has opened a nice lunchroom near the Greenville car barn. He still pays his dues and the boys should patronize him. Bill is a good scout as well as cook.

The Company saw fit to close the West Third barn after spending about six weeks fixing it up. The Company has put on two owl cars to accommodate the West Third men.

Brother John Weidert met with a bad accident but is improving slowly.

Several of the boys took new runs this time and appear to be quite well satisfied.

Brother Frank Rice is well pleased with his city position and looks it.

Ex-Brother O. V. Lucky is in Milwaukee working on the cars.

Inspector Messiman enjoys his new position, says the night air is very bracing. Has asked off to go to Oneill, Neb. and help celebrate Oneill's fiftieth anniversary.

Brothers Dave Keyser and Johnny Motts use the wrestling mat three times a week just for exercise. I would just as soon work.

—M. R. B. 779.

SEEKING RENEWAL OF WAGE AGREEMENT

Lexington, Ky.—A rather serious time has arisen in the affairs of Division No. 639. We requested the presence of an International Officer. The situation was that the expiry of our agreement was May 11. We made but very little progress towards its renewal. Some non-union men on our property seem to feel satisfied with no organization. The Superintendent made the remark that we could get along very well if we would disband and it was very evident that he was anxious to see the organization end here. Of course that is not the disposition of the vast majority of men on this system and certainly not the disposition of those who are members of the Amalgamated Association. We know the value of organization. It is co-operative. Not only do non-union men not have any approach for adjustment of grievances or the fixing of wages, but they have no means of co-operative benefit. Wage earners, organizing, institute a business concern. Those who are opposed to wage earners organizing and enjoying the co-operative spirit, wish it to appear that the wage earners are unable to run a business institution. When a group of men organized, disband, it is an expression that they are unable to run an organization successfully. We, who are organized purpose to not be placed in that class. The non-union man may feel a satisfaction in the sense that wage earners are not capable of doing business and give all credit to those of employing companies, bankers, etc., and deny that he has the business acumen to associate with his fellow wage earners in a business enterprise. Fortunately this element is in the minority. The average wage earner senses the fact that he is capable of doing business and that his associate wage earners are able to participate in conducting a business institution. Of course we are not classed by those of big business as being of them, but we should not yield to the charge that we are not capable of running a wage earners' organization. It is the demonstration afforded by the gigantic American Labor Movement that wage earners are capable of running a wage earners' organization. Division No. 689 will continue.

Brother E. Sutherland has tired of eating cold lunch. He is now seen going home to dinner.

Brother J. M. Anderson is now on the fast line and has no time to detour delivery trucks.

Brother and Mrs. Robert Couch are the proud parents of a new ten pound boy. Bob thinks the boy will make a dispatcher.

Brother Roy Day's Ford recently bucked on climbing a tree.

The short schedule on the South Limestone line is not pleasing to the boys.

Boys, let's take a little more interest in our organization. It is necessary. Let's not neglect our own business.

—639.

RENEW OLD AGREEMENT

Portland, Me.—Near the last of March this year our employing management informed Division No. 714 that the company wishes to open our agreement. Thanks to our efficient committee, the agreement was opened and after several harmonious conferences with the officials of the company, it was renewed in all its particulars for another year. Our committee comprised President H. C. Woodside, Vice-President Henry Evans and Executive Board Member H. M. Wiggin.

Brother Fred Buck at a recent meeting resigned as warden and Brother C. D. Webster succeeded him.

Executive Board Member H. M. Wiggin represented Division No. 714 at the Maine Federation of Labor Convention, held at Calais, beginning June 6. President H. C. Woodside of our Local is Secretary of the State Federation and served as Secretary of the Convention.

Brother Jno. Winch is again on the job, following recovery from an operation for rupture.

The sudden deaths of U. Coffin and B. F. Morgan should be a suggestive warning to those careless in paying their dues. Note this: The Financial Secretary needs your latest paid up working card in the event of your death to accompany the approach for your benefits. It is the uncontradicted evidence that you were in good standing when you died. Of course when you are in good standing, you will have your working card that will show it.

On account of the absence of President H. C. Woodside, it was voted to hold our June meeting on the fourth Monday in June. During the summer months, Executive Board meetings, unless special

meetings are called, will be held one-half hour previous to regular Division meetings.

Brother Jno. Shields has been granted a leave of absence to take his wife to the country for her health.

Congratulations to the brothers with new autos; to those lately acquiring new homes. Again, congratulations to those with new offsprings, special congratulations—sure.

ONE-MAN CAR IN COURT

Dayton, Ohio.—Going ahead with plans for the one-man car. We're forced to admit we don't know it all. If we did know it all, we'd explain a peculiar situation of the one-man car. The people of Dayton, by a substantial majority voted the contraction off the streets. The city commission made no attempt to enforce the ordinance—ignoring it for three months. During this time the railway companies spent large sums of money for one-man car equipment. They seemed to know what they were doing. Railway Attorneys here started proceedings in the Federal Court to nullify the law adopted by the voters of Dayton. As soon as the matter was placed in the hands of the Federal Judge, the companies began to spend money changing cars to the one-man type, as though the officials were absolutely certain and confident the ordinance adopted by the people would be cancelled by the court. How do the officials of the companies here justify huge expenditures for one-man car equipment while the case is in the hands of the Federal Judge?

Meetings of Division No. 810 have heretofore opened at 7:30 P. M. In the future, meetings will begin at 3:15 P. M. In this way the day men come off their runs and go direct to the meetings. They can then spend the evenings with their families at home or elsewhere.

The sessions of our meetings held May 20, were well attended. It was determined that a certain percentage of all dues shall be set aside as a fund for defraying the expenses of a delegate to the Montreal Convention of this association.

When it comes to operating a one-man car, Brother Ryan is authority that Brother Lee Smith is an expert. He can ring his gong, tip his cap, collect fares, punch transfers, adjust trolleys, apply the brakes, call streets, answer questions and avoid accidents all at the one time. There are a few more things he can do that accompany tipping the cap. He is courteous to those to whom he tips his cap and he is prejudiced only in favor of the ladies.

—810.

OBTAIN WAGE INCREASE

Pueblo, Colo.—Division No. 662 is yet on the top line and enjoying a 3¢ per hour wage increase. This brings our scale up to 57¢ per hour on two-man cars and 62¢ per hour on one-man cars. While we are yet below the average skilled working crafts, we hope for more in the future.

We are having a fairly good attendance at our meetings but many of our members appear to be too sleepy to get out on meeting night. We would like some good advice as to how to get that element to come out to the meetings that we may all pull one way.

The question of working straight runs on all cars were brought up at our last meeting and referred to a referendum ballot. It carried. It means that straight runs with no time off for meals was defeated by eleven votes. Most of our runs average 9¼ hours.

A general sign-up took effect as of June 1. There were some changes. There are new faces seen on some of the one-man cars. Brother A. W. Gilbert our oldest conductor took a one-man car on the stub line, west end. Brother C. G. Easterly left the Lake Line and signed on the Beasmer Line for the first time in over twenty-four years.

Brother G. W. Compton has returned from a six months trip in California.

Brother Dave Fraser returned to his run a few weeks ago after a longer spell of sickness.

Our State F. of L. Convention is being held in this city. It began June 2 at Labor Hall. President Dee A. Spencer and Secretary Earl M. Kouns are representing Division No. 662 in the convention.

The writer wishes to make a suggestion to the loud talkers at and around the company's office. If you want to talk loud and long, come to the meetings and talk at the right place.

—CON. 662.

BUSINESS BAD

Lewiston, Me.—Business is bad here on our line on account of auto competition.

Brother Ed. Penney is happy on the figure 8 line, having become a full fledged operator.

Brother Ed. Davis, in point of years our oldest operator, has received his diploma in the one-man service.

Brother L. Potter is now on the spare list and as a result, the Sattaliten line has lost much of its female patronage.

Brother Frank Barstow wants to find the man who said there was no work on the Portland morning freight.

Brother Jno. Greenleaf has a fine sample of state road work on his head.

Brother Chas. Mason is getting a reputation as a monologue artist.

Brother Frank Libby is a strong advocate of daylight saving.

Brother Al. Dostie has the agency for fine brands of applesauce and canned corn.

Brother Dick Sellers has received his diploma as graduate of the Ohmer Register school and is put on the spare list.

Brother Joe Hebb is trying to get a state road through to Sattaliten.

Brother Joe Goddard is learning the art of being a father.

Brother Wm. Parent is using Mello-Glo for his complexion.

Brother Fred Foster is thanking Mrs. Foster for permitting him to be the proud father of a baby girl.

Brother Ernst Potter is very much pleased with the Prospect Hill Line.

Brother Alex Hamilton is now sporting a Chevrolet.

Brother Ed. Sleeper is suffering from neuritis.

—721.

WATCH CLEVELAND, OHIO

Seattle, Wash.—Local 587, after several weeks' negotiation, express gratitude to the city Council for the guarantee of \$100.00 per month for the first year extra men with the one day off in eight. We feel that the Council has had a change of heart, for they have granted increases to men in other departments from \$290.00 to \$310.00 per month. With the cost of living mounting upward we feel that the Council will see that the men making the lines a success will receive the same consideration. They are not asked, when they buy the necessities of life if they are the ones getting the fairly good wages.

The boys on the Rainier Valley line have a degree of feeling for themselves and families. They voted down the proposition to do away with the block runs.

We note that the Management of the Cleveland, Ohio Railway System states that the men of his road are crazy for asking for a wage insignificant for his own existence. This was true in the early day. When a man asked for an increase of his own products, he was expelled or probably mared in some way that the rest of the proprietors would know that he was a mysterious Serf.

Brother John A. Bloomgren, one of our best members who was burned beyond recognition last January is slowly convalescing at his home.

The trainmen and other employees at Jefferson feel solicitous for the family of A. J. LeGault who has been sick since February 21, of this year, and are taking a collection for them.

—COR. LOCAL 587.

SHOW APPRECIATION FOR WAGE AWARD

Des Moines, Ia.—Division No. 441 has received an award in the wage arbitration. It grants to us 54 per hour increase in wages. With a benefit plan, old age pension and a plan for an accident reduction fund which provides that the platform men will receive two-thirds of the amount saved by reducing accidents, tabulated as from a basis of accident expense of certain previous years, we are in pretty good shape. We believe this latter will reduce accidents.

The present increase in wage rates makes the top wage 59¢ per hour. It will not enter into details relative to our arbitration but it was a busy period.

The City Railway Glee Club is being kept busy this season. Our Ball Team has also been successful in some of the games.

Members of Division No. 441 have voted to pay Rev. Mutchner, the third arbitrator in our recent wage arbitration, \$250 and present him with a gold watch, as an appreciation of his service in the line

of granting us nearer to a living wage. He made no charge for service.

Brother Erickson is about to undergo an operation for gallstones.

Brother Joe Weller is again working.

Brother Tom Doud is handling his run under difficulties with a bad left wing. He and Mrs. Doud anticipate taking a trip west to Denver, in July, which it is hopeful will be a health improving rest for Brother Doud.

—TED.

LOOK FOR WAGE INCREASE

Mauch Chunk, Pa.—The regular April meeting of Division 430 was held April 29th. The men turned out well, as this was our big meeting for the drawing up of the new agreement between the Mauch Chunk and Lehigh Transit Co. and Division 430. The officers installed for the year 1924 were President, H. L. Solomon; business agent, Ed. Hildebrand; recording secretary, F. C. Boyet; vice-president, B. A. Kurtz; conductor, James Mertz; sentinel, R. W. Sherry; warden, H. E. Melber; executive board, B. A. Kurtz, Hubert Schmidt, J. L. McTague, R. W. Sherry and H. L. Solomon. Four new men were initiated into the local. Sherry, Melber and Straubinger of the car service and McTague of the power house. Due to James Mertz (custodian of the local's goat) allowing the goat to run loose to get some pep for the evening and being unable to catch it the boys did not have to ride the goat. The new agreement was drawn up with few changes. A ten per cent increase was asked for. Another new clause was: "When an operator reports off the run shall be filled by a man in the same branch of service." A few local matters pertaining to the local were settled to satisfaction.

Brother Erk Solomon will soon obtain his new teeth and then will be able to chew the rag with the rest of us.

Brother Schmidt, of the barn, states all is well even if there is no barn.

The company has only five cars as yet. These are 3 two-man cars and 2 one-man cars. Only two were saved from the fire and three were purchased. No barn has been built to date.

Brother H. L. Solomon, president, was slightly indisposed at the beginning of our last meeting, but soon became interested in the meeting and forgot his own troubles.

Brother App was absent due to a parlor engagement which lasted later than 1 A. M.

Brother Boyet has one of the finest group of upper lip decorations and challenges any man to produce a better one in as short a time.

Brother Kurtz attempted to resign as Vice-President and Executive Board member but was quickly over-ruled by the Local.

Division 430 wishes all Locals a most happy and prosperous summer season.

—Div. 430.

THANKS TO McMORROW AND OFFICERS

Atlanta, Ga.—Well brothers, we have put Atlanta again to the front. We have shown for what unionism stands—better wages, better schools, better homes and better clothes for our wives and children; most of all, better workmen, more skillful more thoughtful, more reliable. There is a spirit connected with unionism that inspires men to better results in their employment than prevails with non-unionism. Union men stand for everything that is right and fair. It is true we did not get a large increase but we got sufficient to show that we are progressing.

Your writer thinks that we have experienced wonderful success in our Local for the time we have been organized. We never went backwards and of course don't intend to. We have gone forward little by little and we still keep moving forward. Our company seems to wish to co-operate with us and be fair and just and courteous to us. The officers of the company are always ready to listen to us and grant us such things that is possible for them to grant us. That is an inspiration for us to co-operate with them.

We had with us in our recent arbitration Brother Edw. McMorrow, Member of the G. E. B. and to him with President McBrayer, and our Executive Board, we tender thanks for the excellent service they rendered us. Brother McMorrow is a cracker jack. I wish every street railwayman could have heard his argument in our case before the Arbitration Board. His address was a masterpiece. We down here in Dixie, hope again to see Brother McMorrow.

—732.

MAY ARBITRATE WAGE

Bridgeport, Conn.—Division No. 459 held a special meeting May 26 at which the new working agreement and wage scale was presented to the members. Improvement was made in the new working agreement, particularly concerning extra men. The minimum wage of \$21.00 per week was eliminated. This means that an extra man who makes all reports will be guaranteed \$3.00 per day throughout the year. Extra men working after 12 o'clock midnight, do not need to report at the early roll call. The company also agrees to let motormen, conductors and operators of one-man cars bid on busses, if they so desire. Men who bid in on busses and obtain the operation of busses, must make up his mind within the time limit of six months whether he wishes to remain in the bus service. If he desires to come back to the cars within that time, he will get his seniority where he left. If he desires to come back later than the expiration of the six months, he will go to the foot of the list. It is also agreed that no platform men can out bid bus operators now in the service.

In the beginning of negotiations for our new wage scale, our company presented a scale of 3¢ per hour reduction. This of course, was rejected and as the conferences proceeded, an agreement was made that the wage shall remain without reduction for another year. This however, was disapproved and it may be that the wage scale will be submitted for an arbitration. In the meantime, let us hope for the best and have confidence that our Joint Board will do the best they can for the interest of all.

It was stated in the April issue that track men of the Bridgeport Division had been organized. It was a new move in our organization and as our delegates could not show that we had a majority of the track men, they were unable to receive recognition of them in the agreement, although they will be dealt with on local affairs. There is no doubt that the track men will be fully organized by another year, then there will be no question that they will be recognized in the agreement.

At the window last pay day, I happened to see An old friend of mine, named Andy McGee. We both worked together some time ago. When whiskey was cheap and prices were low.

We got beer by the bucket and free lunch galore—No one but a glutton could ask for more. We never had trouble making our time, We then could smoke at the end of the line.

Should we do that in Bridgeport we could not come back. For our name would be missing next day from the rack;

As we are watched by starters, inspectors and all And other guys not starters are also on call.

By ROUGH HOUSE ANDY.
F. C.

AMUSEMENT PARK OPENING HELPS BUSINESS

Lewiston, Mo.—Our amusement park opened the week of June 22. It helps in a business way.

Day operator, Ernest Turner of the Webber Ave. Line, gets his breakfast on Webster St. It is rumored that he is to open a store on that street in partnership with a young lady.

Brother Jeff Davis returned to work after a brief vacation, and the chorus girls at the lake are putting new life into him.

Brother Joe McCormick is wearing a new cap and looks like a lion tamer under it.

Brother Frank Libby was off recently, making speeches in behalf of daylight saving time.

Starter Ralph Burle is enjoying a vacation.

While on his vacation dispatcher Tim Lingley was seen eating apples and popcorn in Lisbon.

Brother Ernest Potter looks very well with his teeth out.

Brother Foster is having an alarm clock made to order at our clock factory.

Brother Sellers is advance agent for the show at the Lake.

Brother Si Sirois has a fine store at Rice's Beach.

Brother Wm. Kennison, while walking in his sleep, fell into the bath tub and hurt his ankle. He found new use for Sloan's Liniment.

Brother Dan Carrigan is much interested on Sablatten St.

Brother Ed. Dostie is again in the applesauce business.

Brother Tom Penny takes it that he is to pay his dues by the year.

Starter Jno Mullaney was seen at the Lake a recent Sunday.

Brother L. Potter with Brother Joe Kennison was seen pushing his Essex to a filling station recently.

A most interesting ball game was played by the uniformed men and the night barn crews here. The score in the first game was barn men 21, car men 16. The second game was a little more spirited and ended with a score of 16 to 9 for the barn men. Casualties in connection with the game were loss of a pair of pants by Brother Goddard, exhaustion of a box of talcum powder by Brother Kennison, bent finger by Brother Greenleaf and stiff joints by Brother Allen.

Brother Hamilton boasts of being the father of a baby girl. Even though he has yet to pass the cigars, we congratulate him. Another baby girl has appeared at the home of Brother and Mrs. Brown who also have our congratulations.

—COR. 721.

REPORT GOOD PROGRESS

St. Catharines, Ont.—At the sessions of a meeting of Division No. 846 held June 5, four applicants were added to the list of membership. Three were initiated at the morning session and one at the night session. There are other prospective candidates and we can report good progress all around.

Next stop St. Catharines: Can you imagine a conductor taking his lady friend past her destination, not realizing it until well on the road to Hamilton? The old saying is that when one is in love he forgets everything. Brother Ayres is afflicted.

Who was the motorman who rang up the dispatcher on a certain Sunday morning and asked the time, which was 7:00 A. M. and then insisted that he had slept in? He held it was Saturday. Was it the "morning after?"

At this writing we have completed our sign-up for the summer months. A number of changes were made. Brother Gallagher, sometime on the Dead Line is now seen handing around the Old Coffee Pot on the Port Dalhousie Division. Brothers Burrows and L'Chanse quit the Dead Line, Brother Burrows taking over the Main Line for a little more excitement and baggage, and Brother L'Chanse signed extra, in other words, keeping his eye on the soft stuff.

It seems good to see some of the old faces again on the cars. Brother members wish to extend a welcome hand to one and all, wishing them the best of luck with the hope of meeting them in the near future at our regular meetings of Local No. 846.

After a short delay, patterns for our new uniforms have arrived. Two colors as suggested—gray and blue. By vote, blue was the choice with all. A gray uniform would have put some of us in mind of the days in France, the only difference being the headgear. Let's stick to the good old navy blue every time.

President May is on the sick list. We hope he will be in his regular place next meeting night. Brother Ruddle took over the chair at our last meeting. He performed his duties very well under the circumstances.

Financial Secretary Holt took a jump at the recent sign-up and is now conducting on the Welland Division, which is a change from the Grand Trunk Express. Experience counts. That is what we are out for.

Brothers McPherson and Ellis thought it best to keep together and they are again on the Welland Line.

Brother Goring, sick for some time, is again on the job. We wish him the best of health. Brother Goring is one of the oldest employees on the road. We hope to see him navigating the "Garlic Special" for a number of years yet.

Our sick committee report favorably upon the sick members and we hope to see them all on the job shortly.

Brother "Pink," now on the Main Line wishes a little information in regard to unruly passengers; or those who visit the Falls and come back with a little too much inside. Advice should be forwarded to Brother Pink and leave name and address at the box office.

Our Brother Officers are pleased to see old members turn out at our regular meetings. Our attendance is greatly increasing and the boys seem to be taking a great interest in what is taking place.

—J. F. M.

AN EXPRESSION OF GRATITUDE TO AN EFFICIENT OFFICER

Muskegon, Mich.—Some three years ago Mr. Steinwedell came to Muskegon as Manager of the Muskegon Traction and Lighting Company. Many radical changes were made.

Division number 777 received notice of a discontinuance of Agreement relations with the company. This condition existed for the following two years. These were very trying years indeed; many of our members advocated striking to force Agreement relations and conditions. At the same time the Company was striving insidiously to destroy our Organization. All this was most trying for our officers.

I wish to bring it to your attention, that it was solely through the loyalty of our members and the self-sacrifice, influence and tremendous energy of our president, Chester M. Ryder that the Division retained its organization and weathered the storm.

When the Company endeavored the most to undermine us; when our membership was most dissatisfied, and even when our Company Superintendent appeared at one of our meetings and publicly discharged Brother Ryder; he calmly and cool-headedly advised and pleaded with us to all appear for duty the following morning; saying he also would be on the job the following day; that the time had not arrived when we should employ direct action; to be of good courage, our day was coming soon. The following day he appeared at work, proving to us the wisdom of his procedure.

One year ago, in April of 1923, Brother Ryder informed us that "the time had arrived to secure Agreement relations with the company." A lot of discussion followed, some members opposing the attempt, the majority supported his announcement.

Some members had become so impressed with fear from the menacing attitude of the Company that they even called at Brother Ryder's home, informing him, if the Agreement proposition was not dropped, they would, at our next Division meeting, make a motion to unseat the president. Brother Ryder calmly informed them if such a motion carried, that would settle it. This motion received no support.

Everybody's objections were overcome, even the Company's. On June 18th, 1923 the Company signed our Agreement.

It is the unanimous sentiment of Local Number 777 that this was accomplished by the example of courage, loyalty, and diplomacy of the leadership, during these stressful times of President Ryder. It is desirous that our appreciation be expressed by publishing this expression of our gratitude to Brother Ryder, who is now our business agent and we have obtained a renewal of our agreement for another year.

Div. No. 777,

By A. A. JONES, Rec. Sec.

HOLD ANNIVERSARY MEETING

Covington, Ky.—On the evening of May 20, Division No. 628 staged one of the most important meetings of her history. It was the Eleventh anniversary of her birth. The families and friends of the membership were invited to attend an open meeting for the purpose of stimulating the attendance at our regular meetings and to instruct the families of the members in the importance of the Association as it affects their livelihood.

The first speaker on the program was Brother Julius Luchinsger, President of Local Division No. 627 of Cincinnati, Ohio, who gave an interesting narrative of the fraternal relation existing between Local 627 and Local 628. While we are considered as sister Locals of the Amalgamated family we really consider the Cincinnati Local as our Mother, since it was through her that it was possible for us to exist. We also had with us Brother Abe Spradling of that local, who is a frequent and always welcome visitor to our meetings.

We were addressed by Sister Sallie Gates who is an untiring worker for the cause of Labor under the banner of The Tobacco Workers Union. She spoke of the importance of Co-operation among the different crafts of Labor as being necessary for the success of the cause of Labor.

Next on the program was Brother Edw. McMorrow of the General Executive Board, and as we have had the pleasure of meeting him before, we were naturally expecting something good, and can assure you that we were not in the least disappointed. He narrated the history of the Association as well as the history of our own Local Division, not to mention the funny stories that he told. His speech was

one worthy of being remembered and it would be of interest to every member of the Association.

Brother Daniel Crowe of Typographical Union No. 3 of Cincinnati gave us a splendid picture of the importance of the Union Label and the folly of spending Union earned money for scab made products. Brother Crowe is a very able speaker and his message was much appreciated.

Between speeches we were entertained by a band of Union Music and at the conclusion of the speaking we were served with refreshments and it was nearing the mid-night hour when we departed for our homes, each feeling a new interest in his work and rejoicing in the memory of an evening well spent.

—J. B. R.

ABANDON APPEAL TO VOTERS

San Francisco, Cal.—Last year Local 518 asked for a raise of \$1.00 a day, and succeeded in securing an increase of 40¢, making the present scale \$5.40 for a day of 8 hours. We want to secure the full \$6.00 scale, and will not let up until we have done so. We took steps at first to secure it by a charter amendment to be submitted to the public at the November election, but reconsidered it when we learned that might injure the chances of other smaller groups of city employees for securing raises without the same proceeding, which takes considerable time and money. Instead, we will pursue the same method as in the past; and I wish the brothers to bear in mind that to attain this desirable object, we must give our capable president, Brother John Mooney our fullest and heartiest co-operation.

Brothers, the proper place to wear the emblem button is on the cap, as a bye-law of our Local provides. There are still a few poor deluded mortals working on the road who are not in the organization. If you do not wear your colors where they can be seen, you may be mistaken for one of them. The man who can not, or will not, see the benefit of organization, ranks low in mentality. Wear it on your cap, brother; wear it on your cap.

Brother Morgan Jones reports a great increase in travel on his night run on the Parkside line. Some nights he actually takes in enough to pay for axle-grease. He says that residents of that favored district are demanding that the city government provide them with corrugated rubber sidewalks and deodorized sewers, and that Tim Riordan be directed to shovel the surplus sand back into the ocean.

Brother Chris (Pat) Ward, at a turkey dinner given in his honor in Bay View Heights recently, gained 14 pounds in weight. Brother McLeod, who accompanied him, gained one pound. The turkey weighed exactly 15 pounds, and the balance of the party got what was left.

When Brother J. P. Connelly's little playmate, D. B. Deegan signed up for a run in the Geary St. barn, Brother Connelly asked for a transfer to the same place, but was turned down by the hard-hearted dispatcher. He threatened to quit on the spot and leave the road flat, and it was only after Brothers Kline, Malett, George Washing Beckwith and Mrs. Murtie's little boy Tommy begged him to remain that he relented and promised to stay until the next sign-up.

—COR. 518.

ESTABLISH WEEKLY TICKETS

Wichita, Kans.—Everything has been quiet here this spring, owing to the cool backward weather. We burn lots of coal to keep up pep. The company has to contend with a strong bus competition which caused our people to make a cut in fares and establish a week-end ticket. We hope this move will stimulate business, as business on our line needs to be stimulated as well for us as for the company.

Our line upon which we operate is approximately 54 miles long and it does a strictly inter-freight and passenger business. While we are a small local, in point of membership we are 100% strong in the train service.

We had the pleasure of a visit from Brother Allen H. Bert, a member of the G. E. B. a short time ago. We found him a very pleasant man, a forceful speaker and we feel that his visit here was not only pleasant but profitable to us. We would be glad to again welcome him.

President Fred McClure of our local, keeps things straight on the South end. Brother A. M. Brown, our old war horse wields the stick on the North division. So we are well mastered.

—MAN. 529.

PROCEEDS GO TO SICK FUND

St. Louis, Mo.—May 17, Division No. 788 gave a dance at the Coliseum. It was a grand affair—a success. At 7:30 P. M. crowds began to gather at the corner of Jefferson and Washington Aves., files of people entering the Coliseum. Believe me they came and our local was prepared to receive them. They came in numbers aggregating some 8,000. Many, of course, were turned away. Socially and financially the event was an impressive satisfaction. Our local received compliments and a special compliment from our manager, Colonel Perkins. Not one single disturbance arose and everybody had a good time. The result is an encouragement to Division No. 788 in its endeavor to care for sick members. The proceeds went to our benefit fund.

Delegates representing Division No. 788 at the State Federation of Labor Convention held at Moberly, May 19 to 22, returned with a good report. Things are going well in and around St. Louis.

The Safety First move is on in full blast. Mr. Easton is well pleased with the work of our committee and we are getting better equipment and hope for better time tables.

Brother Tom McCoy, sick for some time, is reported on the mend.

Brother Kahler recently sustained a broken arm through being hit by the air hose which blew off while he was taking air. A few weeks before, he suffered a severe burn from an overhead fly-off.

Brother Frank Morris, one of our highly respected members, living at 6133 Plymouth Ave., dropped dead on the street May 21. May 13, Brother Wm. Choate died at the Lee Barns. Both of these brothers were steadfast union men and Division No. 788 extends sincere heartfelt sympathy to the bereaved families. —Cor. 788.

OBTAIN WAGE INCREASE

Port Arthur and Fort William, Ont.—Division 966 can report very good progress.

We have obtained a satisfactory settlement in our agreement negotiations which were finally submitted to arbitration. Since December last, our Committee have been striving to obtain increased wages to operators, barnmen and trackmen. Several conferences were held between the Division Committee and a joint committee appointed by the two city councils. Their final offer to our demands of 10¢ per hour increase to all employees, was 2¢ per hour increase to one-man car operators only. This was unanimously rejected by the Division, and a conciliation board applied for. No opposition to our application was made by the two cities and the board was duly established with J. R. Pattison for the Division, J. P. Jones for the cities and H. M. Piper, chairman. Our case was efficiently presented in detail by Vice-President W. P. Jennings with substantial evidence comprising cost of living, rates of other cities, profits on operation, comparisons of one and two-man operation and a host of other data necessary to substantiate our claim. At meetings of the board, Brother Jennings was ably assisted by Brother Wells and Brother J. Douglas. Other members called as witnesses were W. J. Hodgson, C. O'Connor, and G. A. Lambert. Five settings of the board were occupied in taking the evidence submitted by both sides, and after three further private meetings the board arrived at a unanimous decision to award 2½ cents per hour increase to one-man car operators, 2 to 2½ cents per hour to barnmen and trackmen. Other advantages obtained were: Free transportation at all times to all employees, a guarantee of 60 cents per hour to spare men working less than five hours a day, free uniforms after 3 months service instead of 6, reduction of 50 per cent in payment of uniform in the event of termination of service within 6 months.

With this award we consider we can claim a fair victory, having obtained last year a 2 cent increase to all grades in the Division.

Our success can rightly be attributed to organization, without which we have had clear proof of what has been done in the Twin Cities in the past. As to the assistance given us by Head Quarters, Division 966 appreciates to the limit the help received. In Brother Jennings, we certainly had an officer capable in every respect and untiring in his efforts, first, to obtain a settlement before applying for a board, and again in presenting our case to the board. His work will certainly be remembered by members of Division 966, who were fully aware what he was up against.

Board Member J. R. Pattison, well known locally, deserves and has the appreciation of this Division for the position he took on our behalf.

The agreement as reached is retroactive to January 1st, 1924 and remains in operation until January 1st, 1926, this being our first 2 year contract.

The events of the past year have shown us the need for and use of our organization. Let us remember also that there are other things to accomplish besides striving for increased wages. Let us, if possible, assist others to organize and so strengthen our own position.

For the recent increase granted to other departments of the Utilities since our boards award was accepted, the various employees can thank this Division, as it was mentioned in the correspondence to the Minister of Labour by the cities, that a number of other employees would be affected by the decision of our board.

Whilst our position as one-man car operators is at times very trying, and extremely responsible, we should remember that the other fellow behind is having just as hard a time and perhaps harder if you're a couple of minutes strong, so keep smiling and worry not.

In conclusion, I wish to say that great credit is due our agreement committee for sticking to their work so faithfully and assisting to prove our demands were justified. —Div. 966.

ASKING BETTER ATTENDANCE

Victoria, B. C.—Officers of Div. 109 are asking for a better attendance at meetings.

Death has called two of our inspectors. Lorne Cates died April 26th, and Thomas Nock May 7th. Both were in the prime of life and will be greatly missed. Brothers A. Chesworth and Jas. Petticrew have been appointed to fill their places. Brother Stephens has been appointed Sub Inspector.

Brother R. Meadows, wife and child have gone on a three months visit to the old country. We wish them a good trip and a safe return.

Brother Ben. Cross has been off duty for some weeks with a bad foot. We hope to see him on his run again before long.

During a recent hike in the woods, Brother Plowman enjoyed a game of tag with a deer. No, not in Beacon Hill Park.

Brother Chamberlain's fishing trip is postponed. His launch was in fine order, fishing tackle first class, plenty of bait, (dry and liquid) but the dentist had drawn out all his teeth, leaving no stumps to hold his pipe in his mouth, so, no smoking, no fishing. Tough luck. Why did Brother Stephens refuse the porterhouse steak and take mush?—W. T.

VIVID PICTURE OF INTRIGUE—PART II

By Charles J. Wells

As a part of the new plan, Mora was watched closely while on duty, and his car was checked several times each day. Spotters posing as passengers, purposely brought up the subject of the one-man cars, in order to be able to report him for carrying on propaganda during working hours.

We also attempted to find something in his social life or past that would serve our purposes. In one of his reports our new spy sent in word that Mora was not even a citizen of the United States, and frequently voiced disapproval of this country. In addition to this, he claimed that while in Eureka, Mora had been suspected of juggling the Miner's Union Funds, and as a result had been expelled. Although there was no real foundation for either of these rumors, copies of them were sent out to every employe of the agency with the instructions that they were to be spread among all traction employes. Every man repeating these rumors, was required to make a report stating to whom he had told the stories, and what comments were made.

Notwithstanding all this activity, though, Mora continued to conduct his campaign and with charming regularity would give us some surprise.

Finally sufficient cars were completed to make the first test, and while we were debating as to what date would be suitable to make the test, the daily papers came out with the startling statement that the attorney for the street railway employees had succeeded in unearthing an old city ordinance which prohibited any steam or electric car from being operated within the city limits, by less than two men. Another little move of Mora's, and although we felt confident that we could get around this with the aid of the Public Service Commission and expensive legal assistance, it meant more delay and adverse publicity.

Such set backs as this, were daily causing public sentiment to become more pronounced against one-man cars, in spite of our efforts to prevent it. It was difficult to foretell just what was going to happen next, for Mora with a grin was giving the company a battle with its own weapons.

Then the event happened that brought matters to a head, and caused us to feel that as long as Mora was on the job, we had little chance of succeeding in our endeavors.

By a strange coincidence, both the office of the street Carmen's Union and the Practical Research Company were located in the same building. Another coincidence was that Mora Sacri was head of the Union, while a man by the name of H. M. Sacri was President of the Practical Research Company. The Building's Directory carried only one listing for Mora and that was the office of the Amalgamated Association of Street & Electric Railway Employees of America. A great many people looking for him did not know the proper name of the organization, and after looking for some sort of a listing similar to "Street Carmen's Union," would then look for his name under "S." The only listing they would find by the name of Sacri was H. M. Sacri, and assuming that the "M" must stand for Mora, they would call at our office in search of him.

This happened quite frequently, but nothing of great importance ever developed from it until during the first part of November 1922, when a boy from one of the local printing establishments, left a bundle with our stenographer and hurried away without any explanation. The bundle, when opened, was found to be a package of pamphlets bearing the title "One Man Car Facts." These little papers contained information regarding the proposed plan of the Wool Belt Traction, Light & Power Company to place this type of car in service in Saline. Following this was a history of the one-man car from the time of its first introduction to Traction circles, and statements from people in various cities where these cars had been tried out. These statements branded the one-man cars as not only inefficient in heavy traffic, but quoted specific instances where the use of them had resulted in serious accidents. In conclusion, the pamphlets stated that this was the first of a series, and that they would be issued and delivered to every home in Saline, each Thursday.

With all our spies, we had not received the slightest intimation that these pamphlets were being prepared. Mora had evidently become tired of having all his plans exposed, and had put this one into effect with great secrecy. He certainly had succeeded alright, and if it were not for the error of the delivery boy, we probably would never have learned of the existence of "One Man Car Facts" until copies were received at our homes.

Our men had, apparently been napping, and unless we acted real quickly, the Traction Company would be aware of the existence of these pamphlets, before we got word to them. Feeling that the mere information that they were going to be delivered would not be enough, I decided to see if I could not personally get Mora to talk about his plans along this new line.

With this motive in view, I called him on the phone from my office. As a pretext, I claimed that I was a store-keeper on the west side of town; was in sympathy with the carmen in their fight against one-man cars, and was calling him up to learn if there was any truth in the rumor that the Company had won the fight.

Mora was very courteous—thanked me for my interest, and assured me that there was no truth in the story that I had heard. He appeared willing to discuss the matter at length, so, I inquired if he felt that the old city ordinance that his attorney had uncovered was going to put a positive stop to the new cars. He laughingly confessed that he had very little faith in it, and admitted that the company would not have much trouble in having it repealed. However, he stated that the existence of it had an advantage, as it was giving the carmen a little longer time to get certain facts before the public.

This afforded me the opportunity that I had been seeking, and I casually expressed regret that these facts could not be presented to the entire city through some effective medium like the newspapers. This caused him to explain about the little pamphlet that the carmen were issuing, and he volunteered the information that he had enough material to issue one each week for sometime to come.

Feeling quite safe in the role I had assumed, I then boldly asked the question that had long been of vital interest to us. "Just what will the carmen do if the company can put these cars on in spite of them? Will they go on a strike?" I asked. Mora then hastened to assure me that a strike would not result over this issue regardless of the ultimate outcome. He added that the company could not possibly win if the public gave the carmen the right support. He claimed that it was really the public's fight and if the people were so indifferent as not to try and stop such a menace to their lives and welfare, as the one-man cars, all the carmen could do was to fight it out alone, and if the company won, they would have no other alternative than to go ahead and operate these cars. I might add that this assurance, coming

direct from Mora, afforded me considerable relief.

Never once during the conversation did he suspect that I was other than a citizen interested in the fight. He furnished proof of this fact, by explaining to me that the Traction Company had many spies trying to handicap his work. When I pressed him for details concerning this point, he mentioned the name of the Practical Research Company, explained our methods to me; remarked that we were located in the same building with him, and that our organization was headed by a man named Sacri. Innocently, I inquired if this man was any relative of his, and Mora's "No. Thank God,!" afforded me considerable amusement—because our man Sacri was listening in on an extension phone and was able to hear what Mora thought of him.

(I wish to state at this point, with the hope that I shall be believed, that there was something about this little personal touch that the phone conversation with Mora gave me, that caused me to feel that he was the type of a man that I would rather be fighting with, than against.)

Our President felt that my phone call had netted considerable information of value, and that evening we held a conference with the Traction Officials. These officials did not hesitate to admit that the pamphlets were going to be a potent factor in stimulating public sentiment against the new cars, and that this was the greatest blow that Mora had delivered up to date.

As a result of this conference, the edict again went out, "This man Sacri, must be removed from Union activities in some way."

The head of our Agency must have experienced the fear that the company was beginning to lose faith in our methods, for he made a proposal to the officials that, if they would leave the matter entirely to us, and allow us to do as we saw fit, we could practically guarantee to get rid of Mora. However, the officials refused to enter into such a thing blindly, and insisted upon knowing just what our plans were. This forced the Agency Head to explain, and he outlined the following procedure:

The Practical Research would accept the offer of this supposed friend of Mora's—who had recently become one of our spies—to get Mora intoxicated. It would then be so arranged that a couple of women, bearing an immoral reputation would be introduced into the party. Our spy then felt that when a certain amount of liquor had been consumed, he would not experience the slightest difficulty in persuading Mora, and the women to visit the Union office for a short time. In the meantime, the Agency would have someone following the party, and the moment they entered the Union office, a telephone call would be made to the prohibition authorities (apparently coming from a tenant of the building) complaining that a disorderly gathering was being held in the Union Office, and requesting that someone be sent immediately to stop it. This would result in a raid, and the newspapers could be called at the same time, tipping them that

material could be secured for a sensational story, if they would hurry a reporter to the scene.

This was the plan, and it did not require any great stretch of the imagination to picture just what an adverse effect this would have on Mora Sacri, and the cause he was advocating.

"Dirty work," you will say, and I agree with you. But this is only a tame example of the methods many capitalists feel justified in employing, when they are fighting organized labor.

After our President had finished outlining this brilliant plan of his, there was a silence for a few moments—during which, I was wondering just what these Traction Officials would think of such a sordid, despicable way of fighting. I was not left in doubt for long, and to their everlasting credit, I am pleased to relate that they flatly opposed any such methods to get rid of Mora. The highest official present dismissed this plan and brought the matter to a close by saying:

"No, I would not think of entertaining any such an idea as you suggest. Sacri is proving a great handicap to the execution of our plans, but it is strictly against my principles to attack any man on his morals."

Again I trust that you will believe me, when I say that I was pleased to hear this plan rejected. Although identified with the Practical Research, I still retained manhood enough to balk at deliberately ruining a man's reputation and disgracing him for life, merely to increase the dividends for a corporation.

Part III in next issue.

COURT'S OPINION IN DETROIT STREET RAILWAY CONTROVERSY

The conduct of the Detroit, Mich., Street Railway Commission may well be watched by those who wish to fix the real status of courts as courts are looked upon from the Capitalistic viewpoint.

It is true that the people of Detroit own and are supposed to operate Detroit's Street Railway System. The question is: Do the people of Detroit operate the system through operative officials responsive to the instructions of the people?

If operating officials ignore and violate the command of the people in one respect, will not they so direct and operate, according to their own prejudice and self serving, even though in violation of the voice of the people as it is written in the provisions adopted by the people under which the operative management was created and within which the operative management is directed by the people.

Who are supposed to observe the laws and the courts created under the laws? For the government of whom are laws made and courts established? Is there an element within the social order that can maintain itself exclusive of laws and courts and thus establish classifications in the social order, classifying one element to be commanded by laws and courts and another element to command the laws and courts?

Detroit's Street Railway Commission is comprised of men of great wealth—one, president of a bank, one, publisher of the American Boy or principle financier of it and who is largely interested in real estate in Detroit and connected with industries employing hundreds of wage earners and one a contracting engineer who, in his business has amassed great wealth through the employment of wage workers. The Commissioners comprise an element in the organizations of "open shop" employers. It is the antagonisms of this element of employers that with the greatest gravity has brought to the attention of the people the assumption that laws are made and courts instituted for the convenience of capital in its endeavor to control labor—that laws do not reach the Capitalistic element only within themselves in their own individual affairs and convenience but do apply exclusively to the poor in the way of penalizing and in the way of taking from.

The Street Railway Commission used the Street Railway Property's money, earned for the most part by the Street Railway Employees interested and which belonged to the City of Detroit, in an endeavor to put up a stiff defense to show why the Street Railway Commission was beyond the law. The Judge before whom the case was tried, seems not to have embraced the theory that law and courts are to encourage classification. The decision sustained the representatives of the employees in the petition and rendered an opinion from which, according to the newspaper reports, the Acting Mayor and the Street Railway Commission purpose to appeal.

The decision rendered is as follows:

STATE OF MICHIGAN
IN THE CIRCUIT COURT FOR THE COUNTY
OF WAYNE

HERBERT MEEKER et al.,

vs.

GEORGE O. ELLIS et al
STREET RAILWAY COMMISSIONERS OF
THE CITY OF DETROIT.

OPINION OF THE COURT

This is a petition to compel the respondent to arbitrate demands made by the platform employees of the Department of Street Railways, the demands having been made on April 22nd, 1924, under the provisions of the Charter of the City of Detroit providing as follows:

"In case of a dispute over wages or conditions of employment, said Board is hereby authorized and directed to arbitrate that question or questions provided each party shall agree in advance to pay half the expenses of such arbitration."

At the outset it should be stated that the questions in this case do not in any way involve the question of whether the City should or has recognized the Union, Local 26, or the Amalgamated Association of Street Railway Employees. Prior to February 7, 1923, the testimony shows that there was some demand made upon those then representing the Union that the City in dealing with its platform employees recognise the Union. The testimony shows that the then Mayor, now Senator Couzens, refused to recognize the Union and there was then evolved the resolution of February 7, 1923 as the means by which the Department of Street Railways would thereafter deal with their platform employees.

The preamble paragraph one, twenty-two and twenty-three of that resolution are as follows:

1. In all cases of grievances, disputes or subjects arising in the matter of transportation involving the interests of operators, motormen and conductors, wherein said grievances, disputes and subjects arising in the matter of transportation, and in the operation of the Street Railways are presented by the employees through themselves, or designated representatives, and in case of discipline where an employee or employees are suspended, dismissed or otherwise disciplined, the employees shall be permitted to be represented in the hearing before the officer or officers or commissioners of the Street Railway department by the representative or representatives of the said employees chosen by the associated employees. In each case of failure of adjustment of said case or cases, by or through said hearing, said employees may have such recourse as is provided in Section 19 of Street Railway Chapter of the City Charter providing for arbitration and dispute. The procedure in cases of arbitration shall be; upon written notice to the Street Railway Commission by said employees, in their associated character, through their chosen representative or representatives, that arbitration is desired upon certain specified matters relative to wages or conditions of employment, said notice shall be recognized and accepted as a sufficient initiation of arbitration. Such accepted notice shall contain the name of one citizen of Detroit, named by the said associated employees by their representative or representatives who shall be accepted as the authorized arbitrator in such dispute and shall be so respected. To complete the construction of a Board of Arbitration the Street Railway Commission and/or its representative and/or official or officials of said Street Railway Department shall within five days from the receipt of said notice of submission for arbitration appoint one citizen of the City of Detroit to serve as an arbitrator. Two arbitrators thus chosen shall proceed without unreasonable delay to choose a third arbitrator to complete and constitute an arbitration Board to consist of three persons. Before this Board of Arbitration shall be submitted the subject and/or subjects to be arbitrated.

Said Board shall proceed without unreasonable delay to sit in the capacity of a Board of Arbitration at such time and place as may be designated by a majority of said three arbitrators of which the parties of the arbitration shall have sufficient notice. Before the said arbitrators shall appear, the parties to the arbitration personally and/or through their representative and/or representatives and submit to the said Board of Arbitration all evidence and statements bearing upon the case. At the close of the hearing and/or hearings, the said arbitration board shall proceed without unreasonable delay to determine thereon and render an award which shall be binding upon the parties to the arbitration. The decision of the said Board of Arbitration shall be respected as the award which shall be observed as an adjustment of the dispute or the subject matter in arbitration. A majority award shall be binding. The notice for arbitration shall contain a specification of the subject and/or subjects for arbitration.

In the matter of arbitration expense the provision of Section 19 of the Street Railway Chapter of the Charter of Detroit shall be observed by both parties to the arbitration, and when exacted the employees shall provide sufficient and reasonable security, designated by the Commission to assure payment of one-half the arbitration expense by the employees involved in said arbitration.

22. The Commission and/or the Street Railway officials will treat with the employees through the employees, representative and/or representatives in all matters and grievances that may arise from time to time that are presented through the employees' representative and/or representatives. In case of failure to so adjust said matters and/or grievances, the said matters and/or grievances shall be subject for submission to arbitration as provided in paragraph one. In case of dismissal or suspension of any platform man who is afterwards exonerated, said man shall be paid for lost time. Petitions for reinstatement shall be made within seven days from date of suspension or dismissal.

23. Any employee, operator, motorman or conductor who shall be elected to serve his associate employees in matters pertaining to the employment or affairs of said employees in their associate character in any respect as may be determined by said employees as bearing upon the said employees' employment with the said Detroit Street Railways, whose duties require their absence from the service of the Detroit Street Railway shall, upon retirement from said service in the interest of said employees, have their respective place without impairment of seniority in the employ of the Detroit Street Railway again. Any conductor, motorman or employee placed in any other position by the Detroit Street Railway officials shall be reinstated to his former position if, at the time of retirement from the said other position, the Detroit Street Railway officials shall so elect."

It is obvious that in dealing with a class of employees approximating 3900 in number, it is necessary that some plan to deal with the men was necessary, and recognizing this fact those men who took over from private ownership to public ownership the operation and conduct of our Street Railway System, entered into the resolution or agreement of February 7, 1923, as the best possible plan, in their judgment, of dealing with this large class of men who were so necessary to the successful operation of the Street Railway System.

The questions involved in the matters before the court are three.

First, do the petitioners in this case duly represent the platform employees of the Department of Street Railways in, as is designated in said resolution of February 7, 1923, their associated capacity.

Second, is there an arbitration provision in the charter and is it workable?

Third, were proper demands made for the refusal of which mandamus will lie.

First. That these petitioners truly represent the platform employees can, I think, hardly be questioned. They were elected to represent them by a very large proportion of the platform employees. Continuously since February 7, 1923, they and their predecessors have without question represented the platform employees in their dealings with the Department of Street Railways and its managers. In the previous arbitration had between the Department and the employees, this same executive committee and the same officers, in office then, negotiated with the Department, selected their arbitrator and conducted the arbitration. That they then had assistance in presenting their proof to the Board of Arbitration and that they then had advice from others, can make no greater difference than if a private individual in a

controversy goes to a lawyer for advice and assistance.

It was shown on the trial of this matter that a petition signed by 3,253 platform employees, including considerable number of non-union employees, was filed with the Acting Mayor of the City of Detroit, authorizing these petitioners to appear for them, and ratifying what they had theretofore done. It is the claim of the respondents that notwithstanding this large body of men, that the petitioners obviously represent, they cannot deal with them but that they will deal with men elected under their own supervision at an election at which less than 400 men voted. This position seems to me to be entirely without reason. If the respondents are willing to deal with men elected by less than 400 out of a 3900 membership, why they should refuse to deal with men elected by 3200 platform employees out of the same number, is beyond me.

None of the respondents appeared on the trial of this case. They selected as their spokesman their assistant general manager, Mr. Ross Schram and their attorney. Through them and from the testimony and the arguments, the court is led to believe that the respondents are willing to arbitrate the demands of the men if the demands are made by representatives of the men elected at an election called by and supervised by those in authority in the Department of Street Railways. It seems to me that if the men are entitled to arbitration and are entitled to be represented by the officers of their own choosing, that the plaintiff in this case more clearly represent the body of the platform employees of the Department than do those with whom the Department proposes to deal.

It is my judgment and I so hold, that within the provisions of the charter and within the provisions of the resolution of February 7th, 1923, and according to the course of conduct had between the platform employees on the one side and the Department of Street Railways on the other in the past, the petitioners here do in truth and in fact represent the platform employees.

Second. The charter provision does exist. It provides for arbitration when disputes arise. This provision is a part of the same basic law creating the respondent commission. It was put in the charter for a purpose. Arbitration is the means that has long been sought as a solution of the problems between employer and employees. It has been sought as a preventative for conditions which in the past have produced chaos in our city in the dealings between the employees of the Street Railways and the then private owners of the system. Effect should be given to its provisions by all and certainly by those elective and appointive officers who are conducting the city's business for the people.

It is true that the charter provision in and by itself does not provide the machinery of arbitration and were it not for what has transpired in the past, I might hesitate to hold the charter provision good, notwithstanding the beneficent principle which it contains; but in the past, in recognition of the charter provision and in recognition of the necessity for the machinery, those in authority promulgated the resolution of February 7th, 1923, set up the machinery to be employed in arbitration and proceeded to arbitrate under it. That, to my mind, is a practical construction of the charter provision which provides the means by which it shall be had and is binding upon not only the Department of Street Railways, but upon the platform men in their associated capacity. The men are seeking to avail themselves of it. The Department, while admitting that it is willing to arbitrate, claims that it is not bound by the resolution and is not bound to arbitrate except as, when and how it chooses. It is my opinion that the course of conduct between the parties, the promulgation of the resolution of February 7th, 1923, and the proceedings that have transpired since, have provided the machinery which makes the arbitration provision in the charter effective and I so hold.

Third. The demands were made upon April 22nd, 1924. They were prompted in part by the request of the Assistant General Manager of the Department of Street Railways as to whether there would be any demands by the platform employees. This he wanted to know for the purpose of his budget. The demands were made at a time when the resolution of February 7th, 1923 was in full force and effect and the respondents realized that, as shown by the testimony when they sought on May 24th, to rescind the resolution of February 7th, 1923.

It is contended that the resolution of February 7th, 1923, is not binding upon the City without the

approval of the Mayor or Common Council. It is admitted here by the respondents that the appointment of the General Manager of its system, the Assistant General Manager of its system and its spokesman in this case, and other acts and agreements have been entered into without the approval of the Mayor or Common Council as is contended must be done in this matter. This agreement of February 7th, 1923, is an employment contract with each employee working thereunder and providing for his working conditions and methods and means of adjusting them. It is not necessary that it be approved by either the Mayor or the Common Council.

It is next contended that the resolution expired under the terms of the arbitration award of August 18th. This is not true as the arbitration award was made in pursuance of and became a part of it.

Cases have been cited where specific performance of an arbitration award will not be granted; but cases have also been cited, and there are none to my knowledge to the contrary, that mandamus will lie to compel arbitration. These cases are cited in the briefs of counsel. It is my judgment and I so hold, that proper demands were made by the proper parties which should have been arbitrated and which the petitioners are entitled to have arbitrated.

During the progress of the case the court, in order to assist the parties and aid all of them in avoiding their difficulties, suggested a means of arbitration which he believed would satisfy all. In furtherance of this suggestion the court granted the parties more than a week's time in order to agree, and was from time to time informed by the Attorneys for both sides that progress was being made toward a settlement and toward securing the means of arbitration. At that time the court had heard only a small portion of the testimony and had not heard the argument and had no opinion either way on the merits of the controversy, but he believed that he had provided a suggestion which would have satisfactorily settled the question between the parties and would have made for a better feeling between the employees of the Department, the employees of the Department who stand in the employers' capacity and the people of the city at large. Said agreement was never entered into and the court must of necessity decide this controversy.

A writ of mandamus will issue as prayed for.

BROTHER ROBINSON UP FOR RE-ELECTION

Brother Will J. Robinson, Recording and Financial Secretary and Executive Board Member of Division No. 360, Alliance, Ohio, is a candidate for re-election to the Ohio State Legislature. His district is Stark County, Ohio, in which Alliance is one of the important communities. Brother Robinson is a candidate on the Republican ticket and has served one term as a legislator in the Ohio General Assembly. There he made a record most creditable to himself and the people he represented and the great State of Ohio. Brother Robinson will be remembered as representing his local in International Conventions of the Amalgamated Association held at Providence, R. I., Chicago, Ill., Atlanta, Ga. and Oakland, Calif., at which conventions he became widely known to the delegates as one of the active and progressive spirits of the Association. Many of the members who met him at those conventions and in other walks will look forward with pleasurable hopefulness to his again becoming elected to the Ohio legislature. His constituents in Stark County, Ohio should, and undoubtedly will give him an overwhelming vote. In him the common people will have an advocate studiously watching and pushing their interests to the utmost.

FARES IN CITIES OF MORE THAN 25,000 POPULATION

The American Electric Railway Association, by Mr. J. A. Millon, publishes from the Statistical Department, the fare rates that exist in 288 cities of over 25,000 population. The rates as taken from the June, 1924 issue of the AERA, in which statement is given the population of the various cities according to the 1920 official census, is presented with the understanding that unless otherwise specified, free transfers prevailing in the various cities are:

Akron, O. (208,435)—Present fare, 5¢, 1¢ transfer charge.

Alameda, Cal. (28,806)—Present fare, 6¢, transfers free to travel between any two points within the transfer limits. School tickets 3¢.

Albany, N. Y. (113,344)—Present fare, two local 7-cent zones, school tickets 3¢.

Allentown, Pa. (73,502)—Present fare, 7¢.

Altoona, Pa. (60,331)—Present fare, 7¢.

Amsterdam, N. Y. (33,524)—Present fare, 8¢.

Anderson, Ind. (29,776)—Present fare, 5¢.

Ashville, N. C. (28,504)—Present fare, 6¢, six tickets 35¢.

Atlantic City, N. J. (50,707)—Present fare, 7¢.

Auburn, N. Y. (36,192)—Present fare, 7¢, children 5 to 12 years, half rate.

Augusta, Ga. (52,548)—Present fare, 10¢, 5 tokens 35¢, students' tickets 5¢.

Aurora, Ill. (Local 1923 Census, 44,100)—Present fare, 10¢, 7 tokens 50¢, 50-cent monthly identification card issued in connection with 5-cent ride; children's fare 5¢ cash, 10 tickets 30¢; students' tickets, 30 for 90¢.

Austin, Tex. (34,876)—Present fare, 7¢, 4 tokens 25¢; children's tokens 3¢.

Baltimore, Md. (733,826)—Present fare, 7¢, children 4¢ (4 to 12 years).

Bangor, Me. (25,978)—Present fare, 7¢.

Battle Creek, Mich. (36,164)—Present fare, 10¢ cash, 4 tokens 25¢, children's fare, 5¢.

Bayonne, N. J. (76,754)—Present fare, 5¢ within city limits, beyond city limits to the end of the original 8¢ zone another 5¢ fare, beyond that 8¢ is charged in each zone; no transfer on 5¢ lines, 1¢ transfer charge on 8¢ line.

Beaumont, Tex. (40,422)—Present fare, 6¢, children's fare 3¢, school tickets 20 for 50¢.

Bellingham, Wash. (25,570)—Present fare, 7¢ cash, 4 tickets 25¢, students' tickets 20 for 50¢.

Berkeley, Cal. (55,886)—Present fare, 6¢.

Bethlehem, Pa. (50,358)—Present fare, 7¢.

Binghamton, N. Y. (75,000 local 1923 estimate. Present fare, 6¢.

Birmingham, Ala. (178,806)—Present fare, 7¢ cash, 20 tickets for \$1.20, transfer charge 2¢.

Bloomington, Ill. (28,725)—Present fare, 7¢ cash, 4 tickets 25¢, 100 ride book \$6.00, all service 10¢, school tickets 40 for \$1.50.

Boston, Mass. (748,060)—Present basic rate of fare 10¢, which includes a transfer if desired and permits a ride from any point on the system to practically any other point; local fare 5¢; fares for children under 14 and school pupils 5¢.

Bridgeport, Conn. (143,538)—Present fare, 10¢ cash, two tokens 15¢, students' tickets 20 rides 85¢.

Brockton, Mass. (66,254)—Present fare, 10¢ cash, 17-ride ticket \$1.00 in city area.

Brooklyn, Mass. (37,748) (same as Boston rates).

Buffalo, N. Y. (506,775)—Present fare, 7¢, four tickets 25¢; children between the ages of 5 and 12, 3¢.

Butte, Mont. (41,611)—Present fare 10¢ cash, 4 tickets 25¢.

Cambridge, Mass. (109,694)—Fare same as Boston, Mass.

Camden, N. J. (116,309)—Present fare, 5¢ within city limits, beyond city limits to the end of the original 8¢ zone another 5¢ fare, beyond that 8¢ is charged in each zone; no transfers on 5¢ lines. 1¢ transfer on 8¢ lines.

Canton, Ohio (87,091)—Present fare, 6¢, six tickets 35¢.

Cedar Rapids, Iowa (45,566)—Present fare, 7¢ cash, 4 tokens 25¢.

Charleston, S. C. (67,957)—Present fare 7¢ cash, 4 tokens 25¢; children's fare 3¢; workingmen's commutation tickets, good in two zones during limited hours 5¢ each zone—sold in books of six round trips at \$1.20.

Charleston, W. Va. (39,608)—Present fare, 7¢ cash, four tickets 25¢, 10 tickets for 60¢. Interurban fare 2½¢ per mile, with special interurban commuter books.

Charlotte, N. C. (46,338)—Present fare, 7¢ cash, four tickets 25¢.

Chattanooga, Tenn. (57,895)—Present fare, 7¢, students' tickets 3¢.

Chelsea, Mich. (43,184)—Present fare 10¢; 5¢ fare between Bellingham Square, Chelsea, and Scollay Square, Boston, also on local rides within city limits (10 trip tickets 50¢).

Chester, Pa. (58,030)—Present fare 8¢ cash, four tokens 30¢.

Chicago, Ill. (local 1923 census 2,886,121)—Chicago Elevated, present fare 10¢ cash, 3 tickets 25¢ south of Howard St.; two tickets 25¢ between Evanston and Chicago; children between the ages of 7 and 12 3¢; students 12 to 17 years, 50-ride book, \$2.50, good between any point south of Howard St., \$4.00 for 50-ride book between Evanston and Chicago; \$1.25, weekly pass good between all points south of Howard St., and \$2.00 weekly pass good for any point between Evanston and Chicago.

Chicago Surface Lines—Present fare 7¢ cash, 3 tickets 20¢, children 3¢.

Chicopee, Mass. (36,214)—Present fare 7¢ zones, special rate tickets between zones 9 for \$1.00 and 11 for \$1.00.

Cicero, Ill. (44,995)—Present fare 10¢.

Cincinnati, O. (401,247)—Present fare 9¢, children under 10 years 5¢.

Clarksburg, W. Va. (27,869)—Present fare 7¢, 4 tickets 25¢; students' tickets 100 for \$5.00.

Cleveland, O. (796,836)—Present fare 6¢ cash, 9 tickets 50¢; 1¢ transfer, no rebate.

Clifton, N. J. (26,470)—Present fare 5¢ within city limits. Beyond the city limits another 5¢.

Colorado, Colo. (30,105)—Present fare 7¢ cash, 8 tokens 50¢, children's tickets 8 for 25¢; one-fare zone weekly pass \$1.00, two-fare zone weekly pass \$1.75.

Columbia, S. C. (37,524)—Present fare 7¢, transfer 3¢.

Columbia, Ga. (31,125)—Present fare 7¢ cash, 15 tickets \$1.00, school tickets 30 for \$1.00.

Columbus, Ohio. (237,031)—Present fare 6¢ cash, 5 tickets 25¢, children 6 to 12 years, half fare.

Council Bluffs, Ia. (36,162)—Present fare 5¢, school tickets 30 for \$1.00, children's fares 10 for 25¢.

Covington, Ky. (57,121)—Present fare 5¢, students' tickets 25¢.

Cranston, R. I. (29,407)—Present fare 6-cent cash zones, 9 tokens 50¢, students' tickets 10 for 40¢; transfers 2¢.

Cumberland, Md. (29,837)—Present fare 7¢, 15 tickets for \$1.00; children and students' tickets 50 for \$1.75.

Dallas, Tex. (158,976)—Present fare 6¢, students' tickets 3¢.

Danville, Ill. (33,750)—Present fare 7¢ cash, 5 tickets 30¢, school tickets 3¢; children 6 to 12 years, 3¢.

Dayenport, Ia. (56,727)—Present fare 10¢ cash, 3 tickets for 25¢, 7 for 50¢, 15 for \$1.00; children 5 to 12 years, 5¢.

Dayton, O. (152,559)—Present fare 5¢, children 3¢; 1¢ transfer charge.

Decatur, Ill. (43,818)—Present fare 6¢ cash, 9 tickets 50¢ cash.

Denver, Colo. (256,369)—Present fare 8¢ cash, 2 tokens 15¢; children's fare 4¢ cash, 4 tokens 15¢.

Des Moines, Ia. (126,468)—Present fare, 7¢, children 2½¢, owl service 10¢.

Detroit, Mich. (1,088,792)—Present fare 6¢ cash, 9 tickets 50¢, transfer 1¢.

Dubuque, Ia. (39,141)—Present fare 8¢, 4 tokens 25¢; children 4¢ cash, 8 tokens 25¢, students' tickets 8 for 25¢.

Duluth, Minn. (98,917)—Present fare 6¢ cash, 5 tickets 30¢.

Easton, Pa. (33,813)—Present fare 7¢.

East Orange, N. J. (50,710)—Present fare 5¢ within city limits. Beyond city limits to the end of the original 8¢ zone, another 5¢ fare, beyond that 8¢; no transfers on 5¢ lines, 1¢ transfer charge on 8¢ lines.

E. St. Louis, Ill. (66,740)—Present fare 8¢ cash, 2 tokens for 15¢; children's fare 3¢.

Elgin, Ill. (29,600)—Present fare 10¢ cash, 7 tokens 50¢, 50-cent monthly identification card used in connection with 5¢ rides; children's fare 5¢ cash, 10 tickets 30¢; students' tickets 30 for 90¢.

Elizabeth, N. J. (95,783)—Present fare 5¢ within city limits, beyond city limits another 5¢ to the end of the original 8¢ zone, beyond that 8¢ for each zone; no transfers on 5¢ lines, 1¢ transfer on 8¢ lines.

Elmira, N. Y. (45,393)—Present fare 6¢ in city limits, 7¢ to Elmira Heights, Rouck's Glen and Clark's Glen, 13¢ to Horseheads.

El Paso, Tex.—Present fare 6¢; children's and students' tickets 3¢.

Erie, Pa. (93,372)—Present fare 8¢ cash, 6 tickets 45¢; students' ticket-book of 40 rides \$2.00.

Evanston, Ill. (37,215)—Present fare 7¢ cash, 10 tokens 55¢.

Evansville, Ind. (85,264)—Present fare 6¢ cash, 20 tickets \$1.00.

Everett, Mass. (40,120)—Present fare 10¢.

Everitt, Wash. (27,644)—Present fare 10¢ cash, 4 tokens 25¢.

Fall River, Mass. (120,445)—Present fare 10¢ cash, 20-ride ticket \$1.00 good to the city zone limits.

Fitchburg, Mass. (41,029)—Present fare 10¢.

Flint, Mich. (91,599)—Present fare 5¢.

Port Smith, Ark. (28,811)—Present fare 7¢, children 4¢.

Port Wayne, Ind. (86,549)—Present fare 7¢ cash, 4 tokens 25¢; \$1.00 weekly pass.

Port Worth, Tex. (140,000)—Present fare 7¢.

Presno, Cal. (45,086)—Present fare 6¢, students' tickets 2 1/2¢.

Galveston, Tex. (44,225)—Present fare 6¢, children's tickets 3¢.

Gary, Ind. (55,378)—Present fare 8¢ cash, 14 tickets \$1.00. School tickets 6 for 25¢.

Grand Rapids, Mich. (137,634)—Present fare 10¢ cash, 6 tickets 50¢.

Hagerstown, Md. (28,604)—Present fare 7¢ cash, 5 tickets 30¢.

Hamilton, O. (39,675)—Present fare 5¢.

Harrisburg, Pa. (75,917)—Present fare 6¢.

Hartford, Conn. (138,036)—Present fare 10¢ cash, 3 tokens for 25¢; students' tickets 20 rides 85¢.

Haverhill, Mass. (53,884)—Present fare 10¢ cash, 6 tickets 50¢.

Hazleton, Pa. (32,277)—Present fare 7¢ cash, 10 tickets 65¢, 50 tickets for \$3.25.

Hoboken, N. J. (68,166)—Present fare 5¢ within city limits, beyond city limits another 5¢ fare. No transfers on 5¢ lines. 1¢ transfer charge on 8¢ lines.

Holyoke, Mass. (60,203)—Present fare, two zones, 6¢ each, no transfers.

Houston, Tex. (138,276)—Present fare 7¢ cash, 4 tokens 25¢; children 5 to 12, 2 tickets 7¢, school tickets 20 for 70¢.

Huntington, W. Va. (50,177)—Present fare 6¢.

Indianapolis, Ind. (314,914)—Present fare 7¢ cash, 4 tickets 25¢; initial transfer 1¢, second transfer 1¢ extra, 20 minutes being reserved for the period of each transfer. Owl service 10¢.

Irvington, N. J. (25,480)—Present fare 5¢ within city limits.

Jackson, Mich. (48,374)—Present fare 10¢ cash, 4 tickets 25¢; children's fare 5¢.

Jacksonville, Fla. (91,558)—Present fare 7¢, students 4¢.

Jamestown, N. Y. (38,917)—Present fare 8¢ cash 5 tickets 35¢.

Jersey City, N. J. (298,103)—Present fare 5¢ within city limits, beyond city limits to the end of the original 8¢ zone another 5¢ fare, beyond that 8¢ is charged in each zone; no transfers on 5¢ lines, 1¢ transfer charge on 8¢ lines.

Johnstown, Pa. (67,327)—Present fare 7¢ cash, 4 tickets 28¢, 5 tickets for 35¢; 10¢ owl car service.

Joliet, Ill. (38,442)—Present fare 10¢; children 5¢ with 8 tickets for 25¢; monthly identification card 75¢ entitles holder to ride for 5¢.

Joplin, Mo. (29,902)—Present fare 5¢, children 2 1/2¢.

Kalamazoo, Mich. (48,487)—Present fare 8¢ cash, 4 tickets 25¢, children's fare 5¢.

Kansas City, Kan. (101,177)—Present fare 8¢ cash, 2 tickets 15¢, 5 tickets 35¢, 50 tickets \$3.50.

Kansas City, Mo. (324,410)—Present fare 8¢ cash, 2 tokens 15¢, tickets 5 for 35¢ and 50 for \$3.50.

Kearney, N. J. (26,724)—Present fare 5¢ within city limits, beyond city limits 5¢ additional. No transfers on 5¢ lines.

Kemoshia, Wis. (40,472)—Present fare 7¢ cash, 8 tickets 50¢, weekly pass \$1.00.

Kingston, N. Y. (26,688)—Present fare 7¢ cash, 16 tickets \$1.00.

Knoxville, Tenn. (77,818)—Present fare 6¢.

Kokomo, Ind. (30,067)—Present fare 5¢.

La Crosse, Wis. (30,421)—Present fare 7¢ cash, 8 tickets 50¢, children 5 to 12 years 5¢, students' tickets 20 tickets \$1.00; 50-ride family \$2.75.

Lakewood, O. (41,732)—Present fare within city limits 3¢ cash, 5 tickets for 15¢ (Cleveland Railway Company). Zones outside of the city Cleveland rates prevail.

Lancaster, Pa. (53,150)—Present fare 5¢.

Lansing, Mich. (57,327)—Present fare 10¢ cash, 4 tokens 25¢, children's fare 5¢.

Lawrence, Mass. (94,270)—Present fare 10¢ cash, 17-ride ticket 95¢.

Lebanon, Pa. (25,643)—Present fare 7¢.

Lewiston, Me. (31,791)—Present fare 10¢; school children 5¢.

Lexington, Ky. (41,534)—Present fare 7¢ cash, 4 tokens 25¢, children's fare 5¢.

Lima, O. (41,326)—Present fare 7¢ cash, 4 tickets 25¢; children 4¢ with 10 tickets 30¢.

Lincoln, Neb. (54,948)—Present fare 10¢ cash, 4 tickets 30¢, students' tickets 5¢.

Little Rock, Ark. (65,142)—Present fare 6¢, children 5 to 12 and school children 2 1/2¢.

Long Beach, Cal. (55,593)—Present fare 6¢, school tickets 40 for \$1.20.

Lorain, O. (37,295)—Present fare 6¢ cash, 5 tickets for 25¢.

Los Angeles, Cal. (535,485)—Present fare 5¢, students' tickets 40 for \$1.00; buss fare 10¢. Pacific Electric Railway present fare 6¢ in each of two zones; 10¢ fare between zones; 60-ride tickets good between zones \$4.80; school tickets within zone 40 for \$1.20, between zones 40 for \$2.00.

Louisville, Ky. (234,891)—Present fare 7¢ cash, 5 tokens 30¢, students' and teachers' tickets 3¢.

Lowell, Mass. (112,759)—Present fare 10¢ cash, 16-ride ticket \$1.00.

Lynchburg, Va. (30,070)—Present fare 5¢ within city, 6¢ outside city limits.

Lynn, Mass. (99,148)—Present fare 10¢ cash, 19-ride ticket \$1.00.

McKeesport, Pa. (46,781)—Present fare 8¢ cash, 4 tickets 25¢.

Macon, Ga. (52,995)—Present fare 7¢.

Madison, Wis. (38,378)—Present fare 6¢ cash, 9 tickets 50¢, High school students 5¢, children 3¢.

Malden, Mass. (49,103)—Present fare 10¢.

Manchester, N. H. (38,384)—Present fare 8¢ cash, 10 tickets 75¢, 40 ticket book \$3.00, school tickets 6 for 25¢ and 25 for \$1.00.

Mansfield, O. (27,824)—Present fare 8¢ cash, 7 tickets 50¢.

Marion, Ind. (25,000)—Present fare 5¢.

Marion, O. (27,891)—Present fare 6¢ cash, 5 tickets 25¢.

Memphis, Tenn. (162,351)—Present fare 7¢.

Meriden, Conn. (34,739)—Present fare 10¢ cash, 3 tokens 25¢; students' tickets 20 rides 85¢.

Miami, Fla. (29,549)—Present fare 5¢.

Milwaukee, Wis. (457,157)—Present fare in single fare area 7¢ cash, 8 tickets 50¢; in outer zones 3¢ cash, 25 tickets 50¢.

Minneapolis, Minn. (380,582)—Present fare 6¢.

Mobile, Ala. (60,151)—Present fare 8¢ cash, 5 tokens 35¢, school tickets 40 for \$1.40.

Moline, Ill. (30,709)—Present fare 10¢ cash, 4 tokens 35¢, monthly identification card 50¢ entitling holder to ride for 5¢; children 5 to 12 years 4¢.

Montclair, N. J. (28,810)—Present fare 5¢ within city limits, beyond city limits 5¢ additional; no transfers.

Montgomery, Ala. (43,464)—Present fare 8¢ cash, 16 tickets \$1.00, school tickets 16 for 60¢.

Mount Vernon, N. Y. (42,726)—Rate of fare within city limits 5¢ with rates outside of city limits divided in 5¢ fare zones.

Muncie, Ind. (36,524)—Present fare 5¢.

Muskegon, Mich. (36,370)—Present fare 10¢ cash, 4 tokens 30¢, children's fare 6¢.

Muskogee, Okla. (30,277)—Present fare 8¢ cash, 2 tickets 15¢, 5 tickets 35¢, students' tickets 25 for \$1.00.

Nashua, N. H. (28,379)—Present fare, 10¢ cash, five tokens 35¢.

Nashville, Tenn. (118,342)—Present fare 7¢ cash, 5 tickets 35¢.

Newark, N. J. (414,524)—Present fare 5¢ within city limits, beyond city limits to the end of the original 8-cent zone another 5¢ fare is charged, beyond that 8¢ is charged in each zone; no transfers on 5-cent lines, 1¢ transfer charge on 8-cent lines.

Newark, O. (26,718)—Present fare 6¢.

New Bedford, Mass. (121,217)—Present fare 5¢ to the center of the city, 10¢ from one side of city to the other.

New Britain, Conn. (59,316)—Present fare 10¢ cash, 3 tokens for 25¢. Students' tickets 20 rides 85¢.

New Brunswick, N. J. (32,779)—Present fare 8¢ cash, four tokens 30¢, one-cent transfer charge.

Newburgh, N. Y. (30,366)—Present fare seven cents.

New Castle, Pa. (44,938)—Present fare 10¢ cash, eight tickets fifty cents.

New Haven, Conn. (162,519)—Present fare 10¢

cash, three tokens 25¢. Students' tickets 20 rides 85¢.

New Orleans, La. (387,219)—Present fare seven cents.

Newport, Ky. (29,317)—Present fare 5¢, students' tickets two and one-half cents.

Newport, R. I. (30,255)—Present fare 10¢, children half fare.

Newport News, Va. (35,596)—Present fare 5¢.

New Rochelle, N. Y. (36,213)—Rate of fare within city limits 5¢ with rates outside of city limits divided in 5¢ fare zones.

New York, N. Y. (5,620,048)—Present fare 5¢; 2¢ charge for transfer to points where Franchise restrictions do not prevail. Some lines have zone rates of 5¢ and lines extending beyond city proper have additional rates of fare with Brooklyn having a base fare of 3¢ with higher rates on several lines extending to as high as 10 and 15¢ and transfers have been abolished at 1,370 transfer points.

Niagara Falls, N. Y. (50,760)—Present fare 5¢.

Norfolk, Va. (115,777-150,000 Est. with recently annexed territory. (Virginia Railway & Power Co.)—Present fare 7¢ cash four tokens for 25¢, school tickets two and one-half cents; (books of 40 tickets for \$1.00) for pupils attending schools, other than business colleges.

Norristown, Pa. (32,319)—Present fare 9¢ cash, four tickets 34¢.

Norwalk, Conn. (27,700) (The Connecticut Co.)—Present fare 10¢ cash, two tokens 15¢, students' tickets 20 rides 85¢.

Oakland, Cal. (216,261)—Present fare 6¢.

Oak Park, Ill. (39,830)—Present fare 10¢.

Ogden, Utah (32,804)—Present fare 5¢.

Oklahoma City, Okla. (91,295)—Present fare 7¢ cash, four tickets 25¢.

Omaha, Neb. (191,601)—Present fare 7¢ cash, four tickets 25¢, students' tickets 5¢; children five to twelve years, 10 tickets for 30¢.

Orange, N. J. (33,628)—Present fare 5¢ within city limits, beyond city limits to the end of the original 8-cent zone another 5¢ fare is charged, beyond that 8¢ is charged in each zone; no transfers on 5-cent lines, 1¢ transfer charge on 8-cent lines.

Paducah, Ky. (25,735)—Present fare 10¢ cash, two tickets 15¢.

Pasadena, Cal. (45,354)—Present fare 6¢ within each of two zones; 10¢ fare between zones. Tickets good within inner zone only, 10 for fifty cents. School tickets within either zone, 40 for \$1.20; between zones, 40 for \$2.40.

Passaic, N. J. (63,841)—Present fare 5¢ within city limits, beyond city limits to the end of the original 8-cent zone another 5¢ fare is charged, beyond that 8¢ is charged in each zone; no transfers on 5-cent lines, 1¢ transfer charge on 8-cent lines.

Pateron, N. J. (135,875)—Present fare 5¢ within city limits, beyond city limits to the end of the original 8-cent zone another 5¢ fare is charged, beyond that 8¢ is charged in each zone; no transfers on 5-cent lines, 1¢ transfer charge on 8-cent lines.

Pawtucket, R. I. (64,248)—Present fare six-cent zones, nine tokens 50¢, students' tickets ten for 40¢, 2¢ transfer charge.

Pensacola, Fla. (31,035)—Present fare 10¢, six tokens 45¢, \$1.25 weekly pass, students' tickets ten for 40¢.

Peoria, Ill. (76,121)—Present fare 10¢ cash, seven tokens 50¢, 50¢ monthly permit used in connection with 5¢ ride, children tickets four cents.

Perth Amboy, N. J. (41,707)—Present fare 8¢ cash, four tokens 30¢, 1¢ transfer charge.

Petersburg, Va. (31,102)—Present fare 5¢, school tickets 25¢.

Philadelphia, Pa. (1,823,779)—Present fare 7¢, 4 tickets 25¢, exchange transfer ticket 3¢ at 516 transfer points, 355 free transfer points; children 31 inches or less in height, accompanied by paying passengers, are carried free, school tickets are sold to the Board of Education to be used by school children at the rate of four tickets for 25¢.

Phoenix, Ariz. (29,053)—Present fare 5¢ cash, 100 tickets \$4.75, children and students' tickets 25 for \$1.00.

Pittsburgh, Pa. (588,343)—Present fare 10¢ cash, three tokens for 25¢.

Pittsfield, Mass. (41,763)—Present fare six cents zones.

Plainfield, N. J. (27,700)—Present fare 8¢ cash, four tokens 30¢, one-cent transfer charge.

Pontiac, Mich. (34,273)—Present fare 5¢.

Port Huron, Mich. (25,944)—Present fare 5¢.

Portland, Me. (69,272)—Present fare, (city and suburban lines are) divided into zones; ten cents cash, eight cent ticket for ride through three zones; students, 3-zone-ride tickets, ten for 50¢.

Portland, Ore. (258,288)—Present fare 8¢ cash, six tickets 45¢, 50 ticket-book \$3.65; school tickets 25 for \$1.00.

Portsmouth, O. (33,011)—Present fare 5¢, cash, seven tickets 25¢.

Portsmouth, Va. (54,387)—Present fare 6¢, school tickets two and one-half cents for children attending schools other than pay schools.

Poughkeepsie, N. Y. (35,000)—Present fare 8¢.

Providence, R. I. (237,595)—Present fare, six-cent zones, nine tokens 50¢, students' tickets ten for 40¢, 2¢ transfer charge.

Quincy, Ill. (35,978)—Present fare 7¢ cash, four tickets 25¢; school tickets, 40 for \$1.00.

Quincy, Mass. (47,876)—Present fare 10¢ cash, 16-ride ticket \$1.00.

Raleigh, N. C. (29,171)—Present fare 8¢ cash, two tickets 15¢, school tickets, round trip for one cash fare.

Reading, Pa. (107,784)—Present fare 7¢.

Revere, Mass. (28,823)—Present fare 10¢ cash, 14-ride ticket \$1.00.

Richmond, Ind. (26,765)—Present fare 5¢.

Roanoke, Va. (50,842)—Present fare 5¢.

Rochester, N. Y. (295,750)—Present fare 7¢ cash, four tickets 26¢.

Rome, N. Y. (26,341)—Present fare 7¢.

St. Joseph, Mo. (77,939)—Present fare 8¢ cash, three tickets 20¢, children's fare four cents.

St. Louis, Mo. (772,897)—Present fare 7¢, children 3¢.

St. Paul, Minn. (234,689)—Present fare 6¢.

Sacramento, Cal. (65,908)—Present fare 5¢ cash, coupon book 22 rides for \$1.00, half fare for bona fide school children.

Saginaw, Mich. (61,903)—Present fare 10¢ cash, four tickets 25 cents, students' tickets six for 25¢.

Salem, Mass. (42,529)—Present fare 10¢ cash, 17-ride-ticket \$1.00.

Salt Lake City, Utah, (118,110)—Present fare 7¢ cash, 16 tickets for \$1.00, students' tickets, 50 for \$2.00.

San Antonio, Tex. (161,379)—Present fare 6¢, children and students' tickets 3¢.

San Diego, Cal. (74,683)—Present fare, two zones. 5¢ in each, limit of inner zone about one mile from center of city, four metal tokens for 30¢, good in two zones, two-zone tickets in book to be used within month at six and one-half cents.

San Francisco, Cal. (508,410)—Present fare 5¢.

San Jose, Cal. (39,604)—Present fare 6¢.

Savannah, Ga. (69,250)—Present fare 7¢ cash, 15 tickets \$1.00.

Schenectady, N. Y. (88,723)—Present fare 7¢.

Scranpton, Pa. (137,783)—Present fare 8¢ cash, four tickets 30¢.

Seattle, Wash. (349,525)—Present fare 10¢ cash, three tokens 25¢. Students and school children tokens, two and one-half cents, cash, three cents.

Sheboygan, Wis. (30,955)—Present fare 8¢ cash.

7¢ ticket, 50-ride family ticket, \$3.00.

Shreveport, La. (43,874)—Present fare 6¢, school tickets 25¢.

Sioux City, Ia. (71,227)—Present fare 7¢ cash, four tickets 25¢, children three cents.

Sioux Falls, S. D. (25,202)—Present fare 6¢ cash, 17 tokens \$1.00.

Somerville, Mass. (93,091)—Present basic rate of fare 10¢, which includes a transfer if desired and permits a ride from any point on the system to practically any other point; local fare 5¢; fares for children under 14 and school pupils 5¢.

South Bend, Ind. (70,983)—Present fare 5¢.

Spokane, Wash. (104,437)—Present fare 7¢ cash, five tickets 30¢. School tickets, 50-ride book \$2.00.

Springfield, Ill. (59,183)—Present fare 10¢ cash, four tokens 25¢, 40-ride family ticket \$2.00, students' 30 tickets 90¢, children (6 to 12 years) three cents.

Springfield, Mass. (129,614)—Present fare, seven-cent zones, special rate tickets between zones nine for \$1.00 and 11 for \$1.00.

Springfield, Mo. (39,631)—Present fare 7¢ cash, four tickets 25¢, children three cents.

Springfield, O. (60,840)—Present fare 7¢ cash, 8 tickets 30¢, children's three cents.

Stamford, Conn. (35,086)—Present fare 10¢ cash, three tokens 25¢. Students' tickets 20 rides 85 cents.

Staubenville, O. (28,508)—Present fare 5¢.

Stockton, Cal. (40,296)—Present fare 6¢ (students' tickets three cents).

Superior, Wis. (39,671)—Present fare 10¢ cash, five tickets 30¢.

Syracuse, N. Y. (171,717)—Present fare 7¢.

Tacoma, Wash. (96,965)—Present fare 10¢ cash, 25 tokens \$2.00, 12 tickets \$1.00, school tickets, 40 for \$1.00. Two-cent transfer charge to Municipal Ry.

Tampa, Fla. (63,400)—Present fare 5¢, students' tickets two and one-half cents.
 Taunton, Mass. (37,137)—Present fare 10¢ cash, 15¢ ride ticket 95¢.
 Terre Haute, Ind. (66,083)—Present fare 5¢.
 Toledo, O. (243,164)—Present fare 8¢ cash, four tokens 30¢, one-cent transfer charge, children eight years and under one cent.
 Topeka, Kan. (50,022)—Present fare 8¢ cash, two tokens 15¢ (sold on cars), 24 tokens \$1.50 (sold at ticket offices).
 Trenton, N. J. (119,289)—Present fare 8¢, 1¢ transfer charge.
 Troy, N. Y. (72,013)—Present fare 7¢, school tickets, 3¢.
 Tulsa, Okla. (72,075)—Present fare 7¢ cash, 4 tickets 25¢, children's fare 3¢.
 Utica, N. Y. (94,256)—Present fare 7¢.
 Waco, Tex. (38,500)—Present fare 5¢.
 Waltham, Mass. (30,915)—Present fare 10¢.
 Warren, O. (27,050)—Present fare 10¢ cash, six tickets 50¢.
 Washington, D. C. (437,571)—Present fare 8¢ cash, six tokens 40¢.
 Waterbury, Conn. (91,410)—Present fare 10¢ cash, three tokens 25¢. Students' tickets 20 rides 85¢.
 Waterloo, Ia. (36,230)—Present fare 10¢ cash, 10 working tokens 75¢, children and students' tickets 5¢.
 Watertown, N. Y. (31,285)—Present fare 7¢ cash, 16 ride-tickets \$1.00.
 West Hoboken, N. J. (40,074)—Present fare 5¢ within city limits, beyond city limits to the end of the original 8-cent zone another 5¢ fare is charged, beyond that 8¢ is charged in each zone; no transfers on 5-cent lines, 1¢ transfer charge on 8¢ lines.
 West New York, N. J. (29,926)—Present fare 5¢ within city limits, beyond city limits to the end of the original 8-cent zone another 5¢ fare is charged, beyond that 8¢ is charged in each zone; no transfers on 5-cent lines, 1¢ transfer charge on 8-cent lines.
 Wheeling, W. Va. (56,208)—Present fare from 12th and Chapline streets to Glenwood, eight cents cash or ten tickets for 50 cents; from 12th and Chapline streets to Pleasant Valley, ten cents cash or 12 tickets for \$1.00; from 12th and Chapline Sts. to Elm Grove ten cents cash; from Elm Grove to Triadelphia 7¢ cash; from Elm Grove to Roneya Grove 14¢ cash; from Elm Grove to Valley Grove 21¢ cash; from Elm Grove to Morgan's Station 28¢ cash. Transfers issued upon the payment of cash fare only.
 Wichita, Kan. (72,128)—Present fare 6¢ cash, 9 tokens 50¢.
 Wichita Falls, Tex. (40,079)—Present fare 6¢ cash, 10 tickets 55¢, students' tickets 3¢.
 Wilkes-Barre, Pa. (73,833)—Present fare 8¢ cash, 4 tickets 30¢.
 Williamsport, Pa. (36,198)—Present fare 5¢.
 Wilmington, Del. (110,168)—Present fare 8¢, 4 tokens 30¢.
 Wilmington, N. C. (33,372)—Present fare 7¢ cash, six tokens 40¢ or 15¢ for \$1.00.
 Winston-Salem, N. C. (48,395)—Present fare 7¢ cash, 4 tickets 25¢.
 Woonsocket, R. I. (43,496)—Present fare, six-cent zones, nine tokens 50¢, students' tickets ten for 40¢, 2¢ transfer charge.
 Worcester, Mass. (179,754)—Present fare 10¢, students' tickets 5¢.
 Yonkers, N. Y. (100,176)—Zone system prevails, present rate of fare arranged in 5¢ zones. Rate of fare from any place within a zone into an adjoining zone 10¢. Free transfers issued within the city of Yonkers.
 York, Pa. (47,512)—Present fare 7¢ cash, 4 tickets 25¢, children, 4¢.
 Youngstown, O. (132,358)—Present fare 8¢ cash, 7 tickets 50¢, 1¢ transfer charge.
 Zanesville, O. (29,569)—Present fare 6¢ cash, 9 tickets 50¢.

ALLIANCE, OHIO AGREEMENT

Articles of Agreement

This agreement made and entered into at Alliance, Ohio, this First day of May, A. D. 1924, by and between The Stark Electric Railroad Company, its successors and assigns, PARTY OF THE FIRST PART (hereinafter for convenience called the "Company") and the Amalgamated Association of Street and Electric Railway Employees of America, Division No. 360 of Alliance, Ohio, PARTY OF THE SECOND PART (hereinafter for Convenience called the "Association").

WITNESSETH:

That in the operation of the lines of Party of the

First Part, both parties here, mutually agree as follows:

Sec. 1. The Company through its properly accredited officers agrees to meet and confer with the properly accredited officers and Committees of the said Association, upon any and all questions which may from time to time arise between them.

Sec. 2. It is understood and agreed that the Association will assist the Company in securing good, competent men for service, and members of the Association shall be given preference, if competent, when employing men. The Company reserves the right to employ men who are not members of the Association.

Sec. 3. Motormen and Conductors shall be entitled to the runs in accordance with their seniority in the service of the Company; the longest in continuous service shall have the first choice of runs; and so on down the list until all runs are filled. Should any Motorman or Conductor refuse to sign he shall be placed at the foot of the extra list until the next regular sign up, when he shall again be privileged to sign if he chooses.

After a sign up has been posted each man shall have (3) hours to sign after he has been notified that it is his turn to sign. If he fails to sign within the (3) hours he shall go to the foot of the extra list until the next semi-annual sign up is posted.

Sec. 5. All crews required to handle express regularly shall be paid 25¢ each per day in addition to the regular passenger rate. Stark Electric freight crews, helper not included, shall receive 5¢ each per hour in addition to the regular passenger rate.

Sec. 6. Conductors and Motormen required to make out an accident report shall each receive 25¢ for each report, when the same are properly made out. The day men shall file said report when run is finished and the night men by noon the following day.

Sec. 7. When employees are required by the Company to instruct new employees they shall, in addition to their regular compensation, receive the sum of 5¢ per hour.

Sec. 8. If the Company requires regular Motorman or Conductors operating passenger runs to go to work earlier than their regular starting time or keeps them out later than their regular relief time, such Motormen or Conductors shall receive time and one-half for platform duty. Time of 30 minutes or less shall not be considered as over time.

Sec. 9. On Line, Freight, work or maintenance cars, manned by regular assigned crews, over time will start after twelve hours service. Regular Tripper crews who are compelled to operate cars on Saturdays be paid time and one-half after (11) hours service.

Sec. 10. When Motormen or Conductors mutually agree to relieve each other, over time is not considered, such mutual agreement must not be made without the consent of the Company.

Sec. 11. Motormen shall rank on the list as Motormen from the time they are turned in as such, and Conductors shall rank on the list as Conductors from the time they are turned in as such, and under no circumstances shall any Motorman or Conductor be placed on the opposite list except at the foot of the same.

Sec. 12. Any Motorman or Conductor placed temporarily in other employment by the Company shall be entitled to his run at the expiration of said other employment. Any member of the Association who shall be elected to office, or assigned to any duties by the Association which requires his temporary absence from runs, shall be granted leave of absence without pay, and upon his return shall be entitled to his respective runs or places upon the board. If the Company places a Motorman or Conductor in a permanent position, said Motorman or Conductor must surrender all rights as Motorman or Conductor after 90 days.

Sec. 13. Any member of the Association who may be suspended or discharged shall be reinstated to his former position in the service of the Company and paid for all time lost, if after investigation he is found not to be at fault.

Sec. 14. No Motorman or Conductor serving time shall be asked to report, and any Motorman or Conductor serving time who goes to work before said time has expired, shall be considered to have served his full time. It is further understood that no regular Motorman or Conductor shall be placed on the extra list unless agreed to by both parties.

Sec. 15. In case of discharge or suspension by the

Company of a Motorman or Conductor he shall have the right within the next 48 hours to demand the reason for such discharge or suspension same to be made in writing, and it shall be the duty of the Company within 48 hours after such demand to furnish in writing the reason for such discharge or suspension, and the Company shall thereupon be notified within 48 hours in writing as to any action that shall be taken.

Sec. 16. It is agreed by the parties hereto that in case any member is suspended or expelled by the Association for the violation of its laws, upon the presentation of proof of the same, he shall be dismissed from the service of the Company.

Sec. 17. Conductors and Motormen in the service of the Company for a period of one year desiring a leave of absence shall notify the company in writing thirty (30) days prior to the time they desire same. This request shall be granted, providing the Company is able to secure men to take their places..

Not more than one Interurban Motorman and Conductor and not more than one City Motorman and Conductor shall be granted a leave of absence at one time, covering a period of thirty (30) days with the privilege of renewal of thirty (30) days, (60) days shall cover the length of leave of absence at any time. When the trainmen have been granted a leave of absence and wish to return to work before the expiration of such leave, they shall notify in advance that they wish to return, and upon re-entering the service, they must work as extra men until the expiration of such leave of absence. Not more than one leave of absence will be allowed to an employee in any one year.

Sec. 18. All runs shall be open for assignment. Semi-Annually, May 1st and November 1st. When any run is declared vacant (by discharge or resignation of Conductor or Motorman) or new runs added, or runs taken off, all runs effected as to seniority shall be open for assignment. When runs are shortened or lengthened all runs effected as to seniority shall be open for assignment. It is agreed that no Motorman or Conductor will be allowed to move from the run selected at the regular Semi-Annual assignment unless he has been displaced by a man older in the service.

Sec. 19. In case a vacancy occurs between the Semi-Annual assignment by death, resignation or otherwise, then the seniority rights determined in this contract shall be strictly observed, and assignment made in accordance therewith. But under no circumstances will the trading of runs be permitted.

Sec. 20. All regular runs shall remain as at present, except for such changes as may be necessary, when the service is increased or decreased or new time cards are required.

Sec. 21. Grievances of individual employees, or of the employees as a whole, shall first be taken up by the individual or individuals with the head of his or their department before lodging a complaint with the Association and in the event of failure to adjust the grievances in this manner, it shall be taken up by the duly accredited officers of the Company and the Association, who shall attempt to adjust and settle the same. In the event of a failure to reach an amicable adjustment, the matter shall be submitted to arbitration as hereinafter provided.

Sec. 22. A Motorman or Conductor in the service of the Company for a period of one year, shall be granted an annual pass for his wife.

Sec. 23. After any regular Conductor or Motorman is off duty for any cause for 5 days, his run must be given to the oldest Conductor or Motorman applying in writing for same. Such application must be made prior to the expiration of the aforesaid 5 days.

Sec. 24. City Motorman or Conductors shall be given preference in Interurban service over new employees, and in case the said City Motormen or Conductors fail to qualify they shall be reinstated in their former positions and seniority. After 90 days service as an Interurban Motorman or Conductor, he shall relinquish all rights as a City Motorman or Conductor.

Sec. 25. The rate of wages of all Motormen and Conductors shall be as follows for the year beginning May 1st, 1924:

Interurban Motormen and Conductors:

For the first year, 51¢ per hour; for the second year, 53¢ per hour; for the third year and thereafter, 56¢ per hour.

Operators of one-man cars shall receive 5¢ per hour in addition to the regular rates above.

City Motormen and Conductors:

For the first year, 48¢ per hour; for the second year, 50¢ per hour; for the third year and thereafter, 53¢ per hour.

Operators of one-man cars shall receive 5¢ per hour in addition to the regular rates above.

Sec. 26. Conductors after having 5 days pay coming to them from the Company shall be furnished Ten Dollars (\$10.00) in change for the operation of the service on the car-money to be obtained from the Auditor.

Sec. 27. All cars shall be equipped with one pair of trolley pick ups, for the use of the Motorman and Conductor in clearing the line as may be necessary in the saving of life and property, and with a chair for the use of the Motorman.

Sec. 28. It is agreed that no official of the Company shall take out a run of any kind except in case of emergency.

Sec. 29. No Motorman or Conductor shall be called to operate the opposite end of the car when there are extra men available.

Sec. 30. Any Motorman or Conductor who leaves the service of the Company and who again enters the service, within a period of (2) years shall be entitled to the rate of pay as per rate for length of time previously in the service.

Sec. 31. City men transferred to Interurban service shall go to the foot of Interurban seniority and the rate of pay shall be as of a new employee, except that they will not be required to accept a less rate than they were receiving on the city lines.

Sec. 32. New employees shall receive from the Company, Two Dollars (\$2.00) per day (of ten hours) while being instructed as Motorman or Conductor. Failure to qualify as such, Motorman or Conductor will debar from receiving pay.

Sec. 33. Any Motorman or Conductor called for or who finished work on a shorter time run, shall be paid for the time of his regular run.

Sec. 34. If Motormen or Conductors are required to dead head to or from work, they shall be paid for the dead head time.

Sec. 35. When trainmen are called to the division office for investigation of an accident, after having made out a satisfactory accident report and sufficient witnesses secured, they shall be paid for all time used in the investigation, at his regular rate of wages.

Sec. 36. Except in the yard limits between Lake Park and Antram's all work on freight trains consisting of more than two cars shall be manned by three (3) men as follows: Motorman, Conductor and competent Brakeman to be taken from seniority list.

Sec. 37. When Conductor and Motorman are called for service and not used, they shall each be paid for two hours time.

Sec. 38. This agreement shall constitute and govern the working conditions between the employees, members of said Association, and the Company, for and during the period beginning May 1st, 1924, to May 1st, 1925. Either of the parties hereto desiring a change in any section or sections of this agreement, shall notify the other in writing of the desired change or changes thirty (30) days prior to the ending of expiration of this contract. The party hereto that receives notice that a change or changes is desired shall reply in writing fifteen (15) days prior to the expiration of this contract. Under such notice the agreement shall be open and such change or changes desired shall be considered, otherwise this agreement shall continue in force and effect from year to year.

Sec. 39. Should any difference arise which cannot be mutually adjusted through conference between the officers of the Company and the Association, the question in dispute shall be immediately submitted to a Board of Arbitration. One Arbitrator shall be selected by the Company, and one by the Association. If the two thus selected should fail within two (2) days to settle the matter in dispute, they shall forthwith select the third Arbitrator. If the two Arbitrators selected by the Company and the Association, within one day fail to agree upon a third Arbitrator, then in that event the Industrial Commission of Ohio shall select a third. The decision of any two of the Arbitrators thus selected shall be final and binding upon both parties, each party shall pay the expense and charges of the Arbitrator selected by it, and the expenses of the third Arbitrator and any other incidental expenses, when necessary shall be equally divided between the parties hereto. Any questions submitted for Arbitration shall be decided within (30) days from date of sub-

BETTER UNIFORMS

At the Right Price - Union Made
HEADQUARTERS for STREET CAR MEN
Terms If Desired

HOFFMAN TAILORING CO.

2341 Olive St. near Jefferson Ave.
ST. LOUIS, MO.

mission, and a copy of said decision, shall be furnished to each of the parties, in writing and signed by the Arbitrators agreeing thereto. Any member of the board of Arbitration, appointed in the manner herewith provided, may upon request have in attendance at the conference of the board of Arbitration, a stenographer whose remuneration shall be paid by the party or parties so making the request.

Sec. 40. In consideration of the foregoing, the Association agrees that its membership shall use its influence and best endeavors to promote and advance the prosperity of the Company.

It is the well settled intention of the said Stark Electric Company to direct the Management of the said Company by whomsoever exercised, to observe at all times and under all conditions, the common rules of justice, right and impartiality, in administering the affairs of the said Company, with respect to the members of Division No. 360 who are parties of this agreement and inasmuch as the interest and the continuing prosperity of the said Stark Electric Railroad Company and of its employees are dependent on and best conserved by a faithful co-operation between the said Company, and its employees, we of both parties to this Agreement hereby declare it to be our purpose, to do all things needful to secure that desired co-operation and that will be mutually advantageous, in the future, to all concerned.

In WITNESS WHEREOF said FIRST PARTY has caused its name to be affixed by its PRESIDENT AND SECRETARY, and the said SECOND PARTY has caused its name to be affixed hereto by its PRESIDENT AND SECRETARY.

THE STARK ELECTRIC RAILROAD COMPANY.

WITNESS: M. S. MELBOURNE, Pres.
HUGH D. FRIEL Wm. E. DAVIS, Secretary.
A. E. JONES.

THE AMALGAMATED ASSOCIATION
OF STREET AND ELECTRIC
RAILWAY EMPLOYEES OF AMERICA,
DIVISION NO. 360 OF
ALLIANCE-OHIO.

WITNESS: C. M. SMITH, Mem-
HUGH D. FRIEL WILL J. ROBINSON bers of
A. E. JONES H. W. WHITAKER, Com.
J. A. WATSON,

REPORTS PROGRESS

Sioux City, Ia.—Division No. 779 can report progress.

Brother Weidert, suffering a few days from injuries from an accident on the Leeds Line, is again on the job. Brother Ed. Outhouse is again at work.

Brother J. B. McIntyre is anxious to establish a strong sick fund.

The athletic boys held a dance in their room at the Greenville barn recently, which was well attended. A jolly good time was had. Brother Joe Streeter furnished string music. They design to have a dance and entertainment quite often in the future as a means of getting acquainted.

Trackmaster Jack Ward was recently taken from his family and this earth very suddenly and unexpectedly. His funeral was held Monday, June 2 and was attended by former service company officers, hundreds of friends of the family and a large concourse of members of Division No. 779. He was liked by all and will be greatly missed. Division No. 779 extends sincere sympathy to the bereaved family.

Brothers Will Thomas and Jim Weber still hit the pipe. Others beware.

Inspector Merriman has moved to Greenville that he may be home part of the time. —M. R. B.

Agents \$47.50 a week
Free Suit and Big Extra Rewards



This notice is written to interest the man who wants to earn some money and in return for very liberal pay, would be willing to use his spare time introducing to friends and neighbors, the finest and best clothes that we have ever produced, now better than ever, and the biggest values ever offered.

We will give one man in each community a fine suit. Special cash rewards, extra cash bonuses, beautiful presents, and 250 prizes, including \$1000 in gold, Ford Sedan, Elgin watch, diamond ring, etc. If you would like a free suit and would be willing to show samples to at least five men each week, send me your name and address and I will be glad to send you full details.

C. A. MILLIGAN, Mgr.,
Chicago Tailors Assn. Dept. 341, Sta. C, Chicago

TRACTION UNIFORMS

Regulation

Boston Elevated, Eastern Massachusetts
Boston and Middlesex, etc.

\$37.00

Made of American Woolens Co. 382 blue cloth
formerly 382 Slater's

Alpacas and Serge Coats

THE "EL" UNIFORM SHOP

108 Dudley St. - Roxbury, Mass.

ALBERT A. BLACKMAN, Prop.

(Member of Local 589)

Free to Asthma and Hay Fever Sufferers

Free Trial of Method that Anyone
Can Use Without Discomfort
or Loss of Time.

We have a method for the control of Asthma, and we want you to try it at our expense. No matter whether your case is of long standing or recent development, whether it is present as Chronic Asthma or Hay Fever, you should send for a free Trial of our method. No matter in what climate you live, no matter what your age or occupation, if you are troubled with Asthma or Hay Fever, our method should relieve you promptly.

We especially want to send it to those apparently hopeless cases, where all forms of inhalers, douches, opium preparations, fumes, "patent smokes," etc., have failed. We want to show everyone at our expense, that our method is designed to end all difficult breathing, all wheezing, and all those terrible paroxysms.

This free offer is too important to neglect a single day. Write now and begin the method at once. Send no money. Simply mail coupon below. Do it Today—you even do not pay postage.

FREE TRIAL COUPON

FRONTIER ASTHMA CO., Room 881B
Niagara and Hudson Sts., Buffalo, N. Y.
Send free trial of your method to:

.....
.....
.....

FASHION LETTER

Since we have begun to realize that Fashions change very gradually, we no longer look for the "never seen before" new things, but rather appreciate the many interesting details that predict the styles to come.

This season the silhouette is unchanged, with closeness of hip line and a prevailing flat back. Fullness and undulation is brought about in many ways.

The only important feature is in the extremely short length of the skirt which nevertheless depends on "the dress and my lady," and since a wrong length may make a dress noticeably out of fashion, one may expect that most women will wear shorter dresses.

Varieties of popular materials lovely new designs and beautiful color combinations afford new effects for wraps, gowns, skirts and blouses. Wool crepe is a favorite material, and silk alpaca in plain and plaid effects is being used for dresses and suits.

Crepe back satin is a general favorite, one side being used for trimming and the other side for the body of the dress. Soft crepes are much in vogue for dance frocks and evening dresses. Voiles, in plain and figured designs and plaid chiffons are charming in lovely colorings.

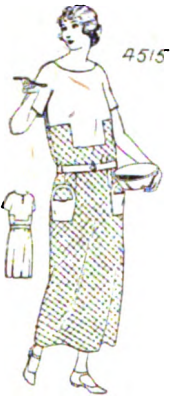
Plaits of every description are being used in a variety of ways. One sees entire dresses arranged in plaits, plaited panels, plaited skirts, scarf effects, jabots, flounces and frills, also collars and cuffs of plaittings.

Tunic dresses are new and much in favor. They afford a splendid idea for remodeling or combining two materials. A "chemise" dress that has become worn at the hem may be shortened and used for the tunic blouse of such a dress, while another dress whose waist portions are "out" may serve to make the foundation skirt.

Checked white cross barred voile will make a very attractive separate blouse. Suit blouses are made of crepe, china silk, printed silk and linen. The new "bosom" blouses are popular as suit blouses or for separate wear with a plaited or plain sports skirt.

The scarf, a practical accessory for suits and cloth frocks, is new also shown in satin, tulle and lace.

The new Rodier cottons for summer dresses are in lovely combinations of colors. Eyelet effects on silk, linen and cotton are used for separate coats and dresses. Cretonnes are used in combination with plain crepes and linen, also with crepe de chine.



4765. Boys' Suit.

Cut in 4 Sizes: 2, 3, 4 and 5 years. A 4 year size requires $2\frac{3}{4}$ yards of 32-inch material. Price 12¢.

4515. Ladies' Apron.

Cut in 4 Sizes: Small, 34-36; Medium, 38-40; Large, 42-44; Extra Large, 46-48 inches bust measure. A Medium size requires $4\frac{1}{4}$ yards of 36-inch material. Price 12¢.

4786. Child's Dress.

Cut in 4 Sizes: 4, 6, 8 and 10 years. A 6 year size requires $2\frac{3}{4}$ yards of 27-inch material. Price 12¢.

4769. Misses' Dress.

Cut in 3 Sizes: 16, 18 and 20 years. An 18 year size requires $3\frac{1}{4}$ yards of 40-inch material. The width of the dress at the foot is $1\frac{1}{4}$ yard. Price 12¢.

4395. Ladies' Blouse.

Cut in 7 Sizes: 34, 36, 38, 40, 42, 44 and 46 inches bust measure. A 38-inch size requires $2\frac{3}{4}$ yards of 32-inch material. Price 12¢.

4410. Ladies' Dress.

Cut in 7 Sizes: 34, 36, 38, 40, 42, 44 and 46 inches bust measure. A 38-inch size requires $4\frac{1}{4}$ yards of 40-inch material. The width at the foot is $2\frac{1}{4}$ yards. Price 12¢.

4781. Girls' Dress.

Cut in 4 Sizes: 8, 10, 12 and 14 years. A 12 year size requires $3\frac{3}{4}$ yards of 32-inch material of one kind. Without panels the dress will require $2\frac{3}{4}$ yards of material. Price 12¢.

4772. Ladies' Night Dress.

Cut in 4 Sizes: Small, 34-36; Medium, 38-40; Large, 42-44; Extra Large, 46-48 inches bust measure. A Medium size requires $3\frac{3}{4}$ yards of 36-inch material. Price 12¢.

FASHION BOOK NOTICE

Send 12¢ in silver or stamps for our UP-TO-DATE SPRING AND SUMMER BOOK OF FASHIONS, showing color plates, and containing 500 designs of Ladies', Misses' and Children's Patterns, a CONCISE and COMPREHENSIVE ARTICLE ON DRESSMAKING, ALSO SOME POINTS FOR THE NEEDLE (illustrating 30 of the various simple stitches) all valuable hints to the home dressmaker.

Send to Dept. M. C. BEAUTY PATTERN CO.,
1188-90 Fulton St., Brooklyn, N. Y.

FORD RUNS 57 MILES ON GALLON OF GASOLINE

A new automatic and self regulating device has been invented by John A. Stransky, 2581 Fourth St., Pukwana, South Dakota, with which automobiles have made from 40 to 57 miles on a gallon of gasoline. It removes all carbon and prevents spark plug trouble and overheating. It can be installed by anyone in five minutes. Mr. Stransky wants agents and is willing to send a sample at his own risk.

Write him today.—Adv.

Save Your Feet!

Stop those aches and pains instantly. When all else fails, let us tell you about our "no metal"



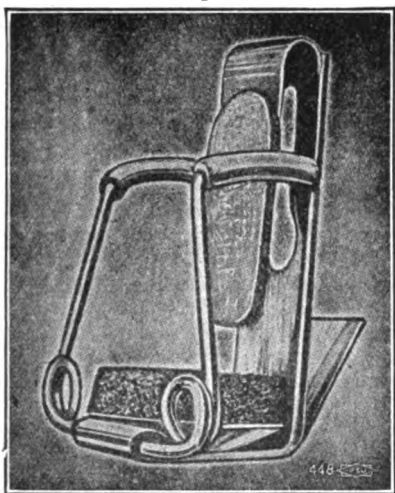
Heefner Arch Support

that has brought joy to so many sufferers.

Write today for descriptive folder and testimonials.

Heefner Arch Support Co., 641 M. E. Taylor Bldg. Louisville, Ky.

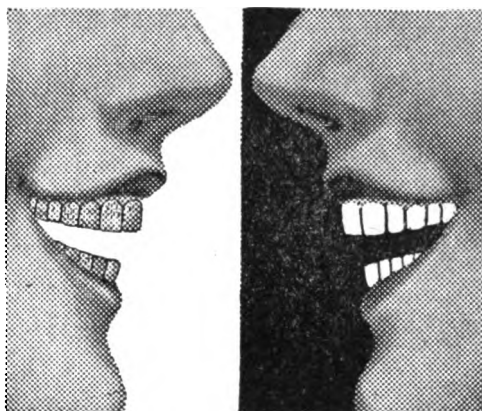
Motormen's Non-Magnetic Watch Holder



A practical little holder adjusted for any size watch. May be attached to head of screw in frame of car. Saves motormen's time and promotes "Safety First." May be conveniently carried in pocket when not in use.

WANTED—Motormen and Conductors to act as Agents. Send 50c in money order or stamps for sample.

W. C. WILLIAMSON,
22 Arbor Street, E. E. Pittsburgh, Pa.



Smoker's Teeth Bleached White in 3 Minutes

New Safe Method Removes Stains—
Makes Teeth Flashing White

No matter how much you smoke—no matter how stained your teeth may be—a new safe treatment has been perfected by prominent dentists, which bleaches away tobacco and other stains, leaving teeth wonderfully clear and white. This new discovery is called Bleachodent Combination. Consists of a mild, harmless liquid which softens and breaks up the stains, and a new kind of paste. The paste not only quickly and gently removes the softened stains—but used daily prevents the formation of new ones. You'll be amazed to see how quickly dark teeth are made flashing white and lustrous. Bleachodent Combination is safe and harmless to use. No effect on enamel as its mild ingredients are especially designed to act only on surface stains—not on enamel itself. Originally prepared for whitening children's soft, sensitive teeth which are so easily injured by harsh, gritty pastes and powders. Get Bleachodent Combination today. Costs only a few cents.

Distributed by Bleachodent Dental Laboratories and sold by drug and department stores everywhere.



GET RID OF YOUR . . . FAT

Free Trial Treatment

Sent on request. Ask for my "pay-when-reduced" offer. I have successfully reduced thousands of persons, often at the rate of a pound a day, without diet or exercise. Let me send you proof at my expense.

DR. R. NEWMAN, Licensed Physician,

State of New York, 288 Fifth Ave., N. Y., Desk M



Do Not be Imposed Upon

No shoes are Union Made, under our Fair Arbitration Contract, except those having this stamp.

INSIST upon having them for The Whole Family.

BOOT AND SHOE WORKERS' UNION

246 Summer St., Boston, Mass.

Collis Lovely, Pres.

Charles L. Beine, Sec.-Treas.

Rapid Ready Change Maker

LEVER OPERATED

(Model 1921)

After twenty-five years experience manufacturing change carriers, being the first to originate such a device, we offer our new model, which by a simple adjustment throws ONE to FIVE coins from one or all tubes in any combination wished.

Holds fifty per cent more coins than other makes, with many new features not possible in others, that speed up fare collections. No springs to get out of order, will never rust or tarnish. Agents most cities, where not, will send for \$4.25. One style does for quarters, dimes, nickels or pennies. Our Slip Carrier, so well known, is \$2.50 either style, nickels or pennies.

A. F. NELSON, MFR.

Agents wanted
Special prices.

907 N. Front St.,
Harrisburg, Pa.





TRACTION UNIFORMS

UNION MADE

*Write for Catalogue
Samples & Prices.*

The Fechheimer Bros. Co.

CINCINNATI, OHIO.



I made \$180

my first week

And am able to average over \$100 PER WEEK. Could do more only I do not put in much over half time. Personally I think it is the easiest sold article I ever handled as it has merit and is a necessity," says L.R. Graham, Illinois. A. H. Robey of W. Va. made over \$500 in one month, Frank DePries has been with us six years—averages over \$150 a week. Hundreds of our men making \$60, \$75, \$100 a week. We need more men to fill unoccupied territory. Hundreds of prospects makes selling easy—garages, schools, stores, factories, shops, farms, homes, auto and truck owners, hospitals. Single sales bring big commissions. Largest concern of kind in world. Write quick about this position.

THE FYR-FYTER CO., 233 Fyr-Fyter Bldg., Dayton, O.

Special for D. U. R. & M. U. R.

Motormen and Conductors

All-Wool Serge

UNIFORMS

NOW

\$25

Standard weight, fast color serge. Made expressly for D. U. R. and M. U. R. car men. Three ply properly padded shape-retaining coat fronts, linings of best sea-island cotton; chambray arm-pit sweat shields; closely woven drill or duck, non-sagging pockets. In all sizes.

Extra fine quality serge Uniforms
\$32.50

MAIL ORDERS PROMPTLY FILLED

Clayton's

Men's and Boys' Clothing - Hats - Furnishings

Michigan at Shelby since 1883

DETROIT

Price List of Association Supplies

Official Seal	\$5.50
Propositions for membership blanks, per 100	.50
Rituals, each	.35
Withdrawal cards, each	.05
Traveling cards, each	.05
Duplicate report books, each	2.00
Constitutions, in lots of 100 or more, per 100	4.00
Constitutions, in lots of less than 100, each	.05
Financial secretary's order book on treasurer	.35
Treasurer's receipt book	.35
Association badges, rolled gold, each	.50
Association badges, solid gold, each	1.10
Association buttons, gold plate, each	.30
Association buttons, rolled gold, each	.50
Association buttons, solid gold, each	1.10
Emblem cuff buttons, per pair	1.10
Emblem tie clasps, each	.70
Association charms, each	1.10
Association lockets, each	1.75
Cuts of official seal for use on printed matter, plain, each	.70
Cuts of official seal, with flag design	2.00
Transfer Cards, each	.05
Recording secretary's minute books, 800 pages	1.25
Gilt Seals, per box 50	.50
Loose leaf membership ledgers. Ruled and printed on both sides, providing for a 12 year record of the payment of dues by your members.	
Loose leaf post binder, canvas with leather corners, each	4.50
Price of sheets, in lots of less than 100, each	.02 3/4
In lots of 100, or more, per 100	2.50
In lots of 500, or more, per 500	11.00
In lots of 1000, or more, per M	20.00

All orders must be accompanied by express, post-office money orders or draft. No personal checks accepted. Otherwise supplies will not be forwarded.

The Biggest Opportunity of Your Life

Will You Give Me a Chance to Pay You \$100 a Week?

I want to make you a special new offer whereby you can earn from \$100 to \$1,000 a month cash. And I am going to tell you how to get started immediately without waiting or delay.

You can be your own boss. You can work just as many hours a day as you please. You can start when you want to and quit when you want to. You don't need experience and you get your money in cash every day when you earn it.

you take the order. You can see how simple it is. We furnish you with a complete outfit and tell you how to get the business in your territory. We help you to get started. If you only send us four average orders a day, which you can get in an hour or so in an evening, you can make \$100 a week.

These Are Facts

Does that sound too good to be true? If it does, then let me tell you what R. A. Prentiss of Massachusetts has accomplished. Prentiss was working in a factory. His hours were long, his pay was small. He accepted my offer. I gave him the same chance I am now offering you. At this new work he has made as much as \$945 in a single month.

If that isn't enough, then let me tell you about J. C. McCardell of Pennsylvania. He didn't know anything about selling. Yet, in his first month's spare time he made \$308 profit. Since that he has made as high as \$58.20 profit in two days.

T. D. Wick is another man I will tell you about. He was working in an office at a pay of \$4.60 a day. But with this wonderful, new work he has made as high as \$16.30 net profit from two hours' work.

Yes, and right this very minute you are being offered the same proposition that has made these men so successful. Do you want it? Do you want to earn \$40 a day?

A Clean, High-Grade, Dignified Business

Have you ever heard of Comer Coats? They are advertised in all the leading magazines. Think of a single coat that can be worn all year round. A good-looking, stylish coat that's good for summer or winter—that keeps out wind, rain or snow, a coat that everybody should have, made of fine materials—for men, women and children, and sells for less than the price of an ordinary coat.

Now Comer Coats are not sold in stores. All coats come through our own representatives. Within the next few months we will pay our representatives more than \$300,000 for sending us orders.

And now I am offering you the chance to become our representative in your territory and get your share of that \$300,000. All you do is take orders. We do the rest. We deliver. We collect and you get your money the same day

Maybe You Are Worth \$1,000 a Month

Well, here's your chance to find out for this is the same proposition that enabled Fred Roberts of Ohio to make \$56 profit in a single day's work—the same proposition that gave Wm. Bernsheim \$15 net profit from a single morning's work. It is the same proposition that enabled B. W. Bennett to make \$381.80 in his spare time.

I need 500 men and women, and I need them right away. If you mail the coupon at the bottom of this ad, I will show you the easiest, quickest, simplest plan for making money that you ever heard of. If you are interested in increasing your income from \$100 to \$1,000 a month and can devote all your time or only an hour or so a day to my proposition, write your name down below, cut out the coupon and mail it to me at once. You take no risk, and this may be the one outstanding opportunity of your life to earn more money than you ever thought possible.

Find Out NOW!

Remember, it doesn't cost you a penny. You don't have to agree to anything, and you will have a chance without waiting, without delay, and without investment—to go right out and make big money. Do it. Don't wait. Mail the coupon now.

C. E. COMER, The Comer Mfg. Company
Dept. W-417 - Dayton, Ohio

JUST MAIL THIS NOW!

THE COMER MFG. CO.,
Dept. W-417, Dayton, Ohio.

Gentlemen:

Please send me without obligation on my part copy of your booklet and full details of your proposition.

Name.....

Address.....

(Print or Write Plainly)

IMPORTANT NOTICE

The Spring season presents an unusually good opportunity for the sale of Comer Coats. Get your share of this big Spring profit. Quick action is suggested. Send the coupon now.



R. A. Prentiss was working in a factory at small pay. He has made as high as \$945 in a single month selling Comer Coats.



J. C. McCardell lives in a medium sized town in Pennsylvania. In two days' time he made a clear profit of \$58.20 just by taking orders for Comer Coats.



T. D. Wick of Ohio was making \$4.60 a day in an office. By taking orders for Comer Coats he made \$13.60 profit in two hours.



D. M. Coleman uses his spare time in increasing his income. He made an extra \$120 in one month's spare time.

THE PEOPLES STATE BANK

MEMBER FEDERAL RESERVE BANK

Capital, Surplus and Undivided Profits \$14,000,000



Twenty-six branches conveniently located bring the service of this great institution directly to your door.

BRANCHES

HARPER AND TOWNSEND
7879 JEFFERSON WEST
BAKER AND TWENTY-THIRD
MICHIGAN AVENUE AND JUNCTION
MICHIGAN, CORNER ADDISON
WARREN AVENUE AND THIRTIETH ST.
GRAND RIVER AND BROOKLYN
GRAND RIVER AND HOLMUR
CLAIRMOUNT AND LINWOOD
1523 WASHINGTON BOULEVARD
WOODWARD, CORNER FLOUETTE
OAKLAND AND KENILWORTH
WOODWARD AND ALEXANDRINE

FERNDALDE AND LAWNDALE
HASTINGS, CORNER ERSKINE
GARFIELD, CORNER RUSSELL
RUSSELL, CORNER LYMAN
GRATIOT, CORNER RIOPELLE
CHENE, CORNER MILWAUKEE
CANTON, CORNER GRATIOT
FISCHER, CORNER GRATIOT
MACK, CORNER BALDWIN
FOREST AND CADILLAC
KERCHEVAL AND LAKEVIEW
JEFFERSON, CORNER BENITEAU
TWELFTH AND SEWARD

To be well dressed and
neat in appearance, order

BATCHELDER MADE UNIFORMS



QUALITY & STYLE MAKE
BATCHELDER MADE UNIFORMS
A SOURCE OF SATISFACTION
TO EVERY WEARER.

For Sale by Dealers

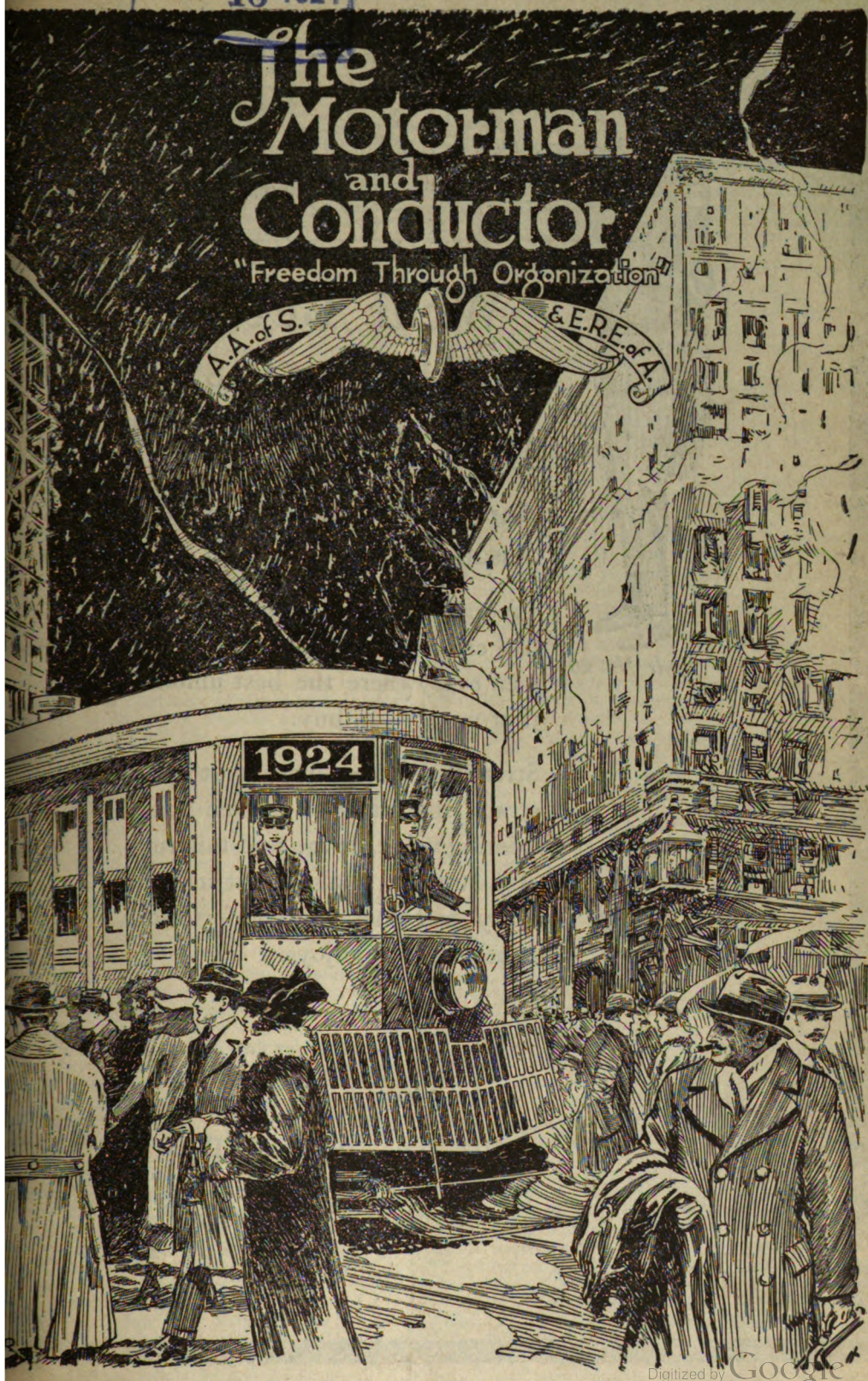
WRITE FOR SAMPLES

FRED M. BATCHELDER CO.

120 HARRISON AVENUE
BOSTON

The Motorman and Conductor

"Freedom Through Organization"





Style No. 20

Wear Better Uniforms

BY putting your trust in a Bloch Uniform of quality you insure yourself against dissatisfaction.

Twenty years of knowing how has enabled us to offer Traction men everywhere the best uniform that money can buy.

Strength in every part that has a strain, materials of proven long-wearing value, design and tailoring of a superior quality that assures every customer the comfort and appearance he enjoys.



Ask your dealer for a Bloch Uniform of Quality. It will pay.

The
Bloch
Company
Cleveland, O.

*Send me, free, a
Trolley Jim Time Book.*

The Bloch Company
Uniforms of Quality

Cleveland - Ohio

Name.....

Address



The Motorman and Conductor



Vol. 32 DETROIT, MICHIGAN, JULY 1924 No. 8

Published monthly by the Amalgamated Association
Street and Electric Railway Employees of America.
W. D. Mahon, President
50 East High Street, Detroit, Michigan

Entered at the Post Office as Second Class Matter.
Accepted for Mailing at special rates of postage pro-
vided for in Section 1103, Act of October 3, 1917.
Subscription Price - - - - - \$75

EMPLOYER-CONTROLLED PENSION FEUDALISTIC

Like the Old Darkey's Horse, With the Hay
Dangling In Front of Its Head
By L. D. Bland

If anything more were needed to establish the unreliability of the employer-controlled pension for employes, the evidence is presented in abundance in the case of the former employes of Morris & Company, packers, now pending in the Circuit Court of Cook County.

Back in 1909, when the Morris employes' pension system was established, the newspapers heralded it as the dawn of a new day in industry. Old employes were to be provided for by the company when they were no longer able to work, and the haunting fear of a penniless old age was to be lifted. It was the "humanizing of industry," the newspapers said, and well-meaning but not ver-practical persons rejoiced and shouted amen." Efficiency experts and industrial doctors prated of the great stride in progress, and preceded to intrench themselves in high-salaried jobs as directors of the lives of workers and the promulgators of a paternalism that was to produce a Utopia in the industrial world. It was the heaven that in a brief period would supplant the hell in industry—especially Packingtown industry.

But like every plan that has been designed to control the worker and stem the spirit of self-action that glows in every human breast, it has gone astray.

Can't Fool the Real Trade Unionist

While the newspapers, college industrialists and soft-hearted sentimentalists were parading the virtues of the Morris employes' pension plan, hard-headed trade unionists, who had been through many an industrial struggle, proclaimed it nothing better than a promise. It was the hay suspended by the old darkey in front of the horse's head to keep him going—always in sight, but never in reach. These hard-headed trade unionists, who had been through the fire of experience, made this comment:

1. The Morris employes' pension plan was fundamentally wrong, because the employer had absolute control, and the employe, who was to be the chief beneficiary had no say in the establishment or administration of the plan.

2. The plan was wrong when it took money from the pay envelope to bear the cost of hazard of the employers' business.

3. The plan was a charge against the wages fund, its cost borne by the employes, who were denied free participation in determining its basic make-up and provisions, and in its administration.

4. Under the sole dictation and control of the employer, the plan would operate to check employes from taking advantage of opportunities to better themselves in employment conditions.

5. The plan was a form of industrial feudalism, tying men to their jobs and destroying their independence.

6. The plan would prevent free organized activity of the employes by and for themselves, resulting in inadequate wage rates and inferior conditions of labor, and would leave the old employes at the mercy of the employer.

7. Controlled solely by the employer, the plan could be abandoned at will, and the sacrifice of wages and comforts throughout the best years of the employes lives would be made for naught.

The Trade Unionists Were Right

Time has proven that the trade unionists reasoned correctly. Here is a story that appeared in the Chicago Daily News, issue of June 18, 1924:

Charging that he had turned down repeated offers of increased salary from other concerns to remain with Morris & Co., packers, and profit by the life pension system, R. H. Kunz of St. Louis pictured himself in Circuit Judge Ira C. Ryner's court today as facing a penniless old age in broken health.

He was a witness in the suit of twenty-four former Morris & Co. employes whose pensions were discontinued after the company had been absorbed by Armour & Co. They are suing to have pension payments continued on the ground that the pension fund was organized in 1909 and that the employes of the company were required to contribute 3 per cent of their annual earnings for that purpose.

In reply to the charges, Morris & Co. officials deny that they obligated themselves to provide pensions for these men or that they used the pension idea to keep them on the job at low salaries.

"I received my offer from the East Side Packing company of St. Louis to go to work for them at \$8 a week more than I was receiving with Morris & Co.," the witness said. "I also received a similar offer from the Independent Packing company, but in both instances I turned them down after



Style No. 20

Wear Better Uniforms

BY putting your trust in a Bloch Uniform of quality you insure yourself against dissatisfaction.

Twenty years of knowing how has enabled us to offer Traction men everywhere the best uniform that money can buy.

Strength in every part that has a strain, materials of proven long-wearing value, design and tailoring of a superior quality that assures every customer the comfort and appearance he enjoys.



Ask your dealer for a Bloch Uniform of Quality. It will pay.

The
Bloch
Company

Cleveland, O.

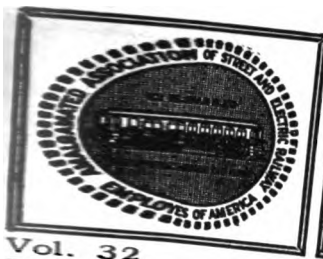
*Send me, free, a
Trolley Jim Time Book.*

Name.....

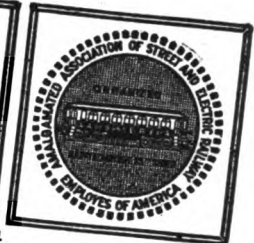
Address

The Bloch Company
Uniforms of Quality

Cleveland - Ohio



The Motorman and Conductor



Vol. 32

DETROIT, MICHIGAN, JULY 1924

No. 8

Published monthly by the Amalgamated Association
of Street and Electric Railway Employees of America.
W. D. Mahon, President
260 East High Street, Detroit, Michigan

Entered at the Post Office as Second Class Matter.
Accepted for Mailing at special rates of postage pro-
vided for in Section 1103, Act of October 3, 1917.
Subscription Price - - - - - \$75

EMPLOYER-CONTROLLED PENSION FEUDALISTIC Like the Old Darkey's Horse, With the Hay Dangling In Front of Its Head By L. D. Bland

If anything more were needed to establish the unreliability of the employer-controlled pension for employes, the evidence is pre- sented in abundance in the case of the packers, now pending in the Circuit Court of Cook County.

Back in 1909, when the Morris employes' pension system was established, the news- papers heralded it as the dawn of a new day vided for by the company when they were no longer able to work, and the haunting It was the "humanizing of industry," the newspapers said, and well-meaning but not over-practical persons rejoiced and shouted "amen." Efficiency experts and industrial doctors prated of the great stride in pro- gress, and preceded to intrench themselves of workers and the promulgators of a pa- ternalism that was to produce a Utopia in that in a brief period would supplant the hell in industry—especially Packingtown industry.

But like every plan that has been de- signed to control the worker and stem the spirit of self-action that glows in every human breast, it has gone astray.

Can't Fool the Real Trade Unionist
While the newspapers, college industrialists and soft-hearted sentimentalists were parad- ing the virtues of the Morris employes' pen- sion plan, hard-headed trade unionists, who had been through many an industrial struggle, proclaimed it nothing better than a promise. It was the hay suspended by the old darkey in front of the horse's head to keep him going—always in sight, but never in reach. These hard-headed trade union- ists, who had been through the fire of ex- perience, made this comment:

1. The Morris employes' pension plan was fundamentally wrong, because the em- ployee had no absolute control. The em- ployer was the beneficiary of the plan, not the employee or admin- istrator.

When it took too long to bear the business.

3. The plan was a charge against the wages fund, its cost borne by the employes, who were denied free participation in de- termining its basic make-up and provisions, and in its administration.

4. Under the sole dictation and control of the employer, the plan would operate to check employes from taking advantage of opportunities to better themselves in em- ployment conditions.

5. The plan was a form of industrial feudalism, tying men to their jobs and de- stroying their independence.

6. The plan would prevent free organized activity of the employes by and for them- selves, resulting in inadequate wage rates and inferior conditions of labor, and would leave the old employes at the mercy of the employer.

7. Controlled solely by the employer, the plan could be abandoned at will, and the sacrifice of wages and comforts throughout the best years of the employes lives would be made for naught.

The Trade Unionists Were Right

Time has proven that the trade unionists reasoned correctly. Here is a story that appeared in the Chicago Daily News, issue of June 18, 1924:

Charging that he had turned down re- peated offers of increased salary from other packers, and profit by the life pension sys- tem, R. H. Kunz of St. Louis pictured him- self in Circuit Judge Ira C. Ryner's court today as facing a penniless old age in broken health.

He was a witness in the suit of twenty- four former Morris & Co. employes whose pensions were discontinued after the com- pany had been absorbed by Armour & Co. They are suing to have pension payments continued on the ground that the pension fund was organized in 1909 and that the employes of the company were required to contribute 3 per cent of their salaries to the fund for that purpose.

In reply to the charges, the company officials deny that they ever intended to provide pensions for the employes, and they used the pension plan to keep the job at low salaries. "I received my offer from the Packing company of \$8 a week for them at \$8 a week," said. "I also received the Independent in both instances."

HOW THE EMPLOYER-CONTROLLED PENSION PLAN WORKS OUT



Like the old darkey's horse, with the hay dangling in front of its head to urge it on

conferring with the manager of my own company.

"He told me that the life pension benefit more than made up the difference in salary, and that I owed it to my family to guarantee them the comforts of life when I was too old to work. He said that the Morris family was behind the pension program and that there were millions to back up the disbursements."

Upward of 400 employees were retired on life pensions and under the rule of the fund committee pensioners had to obtain the per-

mission of the committee before they could enter other employment, C. W. Armstrong, counsel for the complainants, told the court. Consequently, many of the retired workers were restrained from obtaining further employment and they are now jobless and penniless with their pension payments suspended.

Between \$4,000,000 and \$7,000,000 will be required to cancel the pension obligations, the attorney said. The Morris family gave several hundred thousand dollars to the fund when the plant was sold.

Employer Quits—Employee Has Nothing

The employer-controlled employees pension established by Morris & Company went out of business when the employer went out of business. The employees who had put their lives into the business, and who had been privileged to take nothing out of the business but a bare living, had no say when the employer chose to get rid of the business. The paternalism that had instituted a fund that was created and maintained by the employees' labor failed to provide for them when the employer, who was in sole control, elected to sell the business. The employees had placed their faith and banked their future on the reliability of the employer, instead of depending on their own efforts, and the old story of paternalism was repeated.

Substantiating the claims of trade unionists on the unreliability of the employer-controlled employees' pension system, the following story appeared in the Chicago Daily News, issue of June 26, 1924:

The Pensions That Were Never Realized

In the quiet courtroom of Circuit Judge Ira C. Ryner on the eleventh floor of the county building, a lawsuit is in progress that is being watched keenly by many interested onlookers.

It is the suit of 400 pensioners of Morris & Co., packers, whose interests were absorbed by Armour & Co., to compel a continuance of the pension-fund benefits. In their original complaint they set forth that they were promised life retirement after twenty years of faithful service, provided they contributed 3 per cent of their annual salaries. And now, they charge, they are confronted with an old age of poverty by the suspension of the pension payments effective by the merger of the two big packers.

C. W. Armstrong, counsel for the pensioners, contends that a verdict in this particular litigation will set a precedent to be recognized by the many large corporations that have recently started pension funds. It will specify the duty they are incurring by inducing their workmen to remain permanently in their jobs during times of strike, distress and economic difficulties. It is this latter feature of the Morris & Co. pension plan that Attorney Armstrong is attacking most vigorously.

One of the first witnesses called today was Henry Boedecker, 6600 South Seeley avenue, a life pensioner. In response to his counsel's questions he told of being recalled to work by Morris & Co. at the outbreak of the world war. He must come back to his old job in the emergency if he wished to continue to receive his pension, he testified he was told. Although protesting that he was physically unfit and unable to fit again into his former job, he was forced to produce a physician's certificate before he was finally let off, he said.

Another witness was Herman Kloski, 4848 South Justine street, who lost four fingers while in the service of Morris & Co. At the persuasion of company officials he said that he accepted a small cash consideration and

a life benefit in the pension fund, instead of demanding a more material settlement for his injuries. Now, he told the court, he is incapacitated, with no further pension benefit.

A fund of \$8,000,000 set aside for twenty-five years would be required if pension payments were to be continued, according to one of the directors of the Morris & Co. pension fund. Three hundred and eighty of the pensioners are superannuated employees or widows of men who lost their lives in the service of the company. Fifty are men who were due, when the merger was accomplished, to retire on pensions.

Each of the pensioners has been offered back all the money he paid into the pension fund, plus 4 per cent interest compounded semi-annually. These rebates fall far short of the anticipated pensions, however, and do not make up for the difference in salary many of the workers could have received by going elsewhere to work at opportune times, the pensioners charge.

"These pension funds are a direct benefit to the corporations as well as to the employees," Attorney Armstrong contended. "Men who could obtain higher salaries with other concerns are induced to remain in their jobs with the expectation of receiving the pension benefits for themselves and their families in their declining years. It serves to tie a man to his job and in times of labor difficulties, strikes and the like it enables the company to recall retired workers to assist in the emergency."

At the time of the sale of Morris & Co. to Armour, the Morris family tendered a gift of \$500,000 to the pension fund. In so doing they considered their obligation to the veteran employees completed and they are vigorously opposing the suit of the pensioners to force a continuance of the pension payments.

Remember the "Pennsy" During the War?

That the employer-controlled employees' pension has been used by employers to prevent employees from making a stand for adequate wage rates and improvement of working conditions, we have but to recall the feverish days following our nation's entrance into the war, when the Pennsylvania Railroad Company notified its employees that if they struck to establish the basic eight-hour work-day, they would be cut off from their pensions. The Pennsylvania employees were helpless in this situation, for the employer controlled absolutely the pension fund.

Even where the steam railroad employees have been functioning through their own organizations, the pension system has been used by the employer as a club to beat them into line. Powerful as the Brotherhood organizations are, they were unable to protect their old members on the pension list during the shopmen's strike in 1922, because the employers controlled the pension systems. As evidence of this fact, here is an article that appeared in the Brotherhood of Locomotive Engineers Journal in July, 1922: **Even the Brotherhoods Couldn't Stop This**

Faced with the tragic alternative of losing

their livelihood or breaking fraternal ties which have bound them to their labor union for half a century, many worn-out employes of the railroads are being ordered back to service as strikebreakers under penalty of losing the retirement pension which is their sole source of income. These aged employes, after years of faithful service to the railroads, were placed in the human scrap pile by their employers with sufficient pension to sustain life. Many of them have been faithful members of the railroad labor unions for forty years or more, and wear the honor badge of these organizations. Reports coming in from various railroads of the country show that certain unscrupulous executives are now ordering these old pensioners to return to work and "scab" on their brother workers out on strike, with the alternative of losing their pension. On the other hand, if they act as strikebreakers, they will be expelled by their brotherhoods.

Some of the most tragic dramas of the present strike are being enacted in the homes of these old pensioners, many of whom are facing actual starvation rather than imperil the interests of their brother workers. "How can the railroad companies expect greater loyalty from their employes," these old pensioners ask "when a reward justly earned by faithful service is used as a club to compel us to betray our brother workers struggling for a living wage?"

Feudalistic, Says Mahon, and He's Right

The Morris case and the experience of the steam railroad employes prove conclusively that there is no assurance that employes will ever receive a pension when the pension plan is under sole control of the employer.

"Industrial feudalism" is the term applied by International President Mahon to so-called benefit plans, instituted and controlled by the employer, and formulated for the purpose of chaining men to their jobs, winning them from their trade union, taking from them their independence and making them part of the plant. And President Mahon is right. In all his convention talks and in his writings he has consistently contended that the industry to which a man gives his service, owes him a living and proper protection while he is in the industry, and that when he is worn out the industry should provide for him. And again President Mahon is right.

That an industry owes its workers protection in sickness, accident and old age, is a humane proposal that will appeal to all sound-thinking people. These workers devote their lives and give their service in the operation of the industry, and are surely as much entitled to protection as buildings, equipment and other material things that enter into the successful conduct of the industry. Their wages are never sufficient to properly provide this protection, and are merely enough at best to provide the necessities of life for themselves and families.

Funds should be provided for employes' protection the same as funds are provided for maintenance, renewals, depreciation and all other necessary costs in industry. These

funds should come out of the revenue of the industry, and not out of the pay envelopes of employes, the contents of which are all too meager to meet proper living demands, and an industry that cannot provide funds for the proper protection of its workers should go out of business.

But these funds must not be used to hamstring employes and render them helpless. The establishment and control of such funds must be brought about and their administration determined and directed by mutual understanding between employes and management, and the employes, who are the burden bearers and supposed benefactors of these funds, must have their rights fully safeguarded. Free organization of the employes, not dictated by the employer, must exist to protect these rights. No one-sided arrangement will satisfy.

The necessity of bona fide trade union organization of employes was never more necessary than in industries where sick, accident and old age provisions for employes prevail. The costs of these provisions are charged against the wages fund, and the employes have no guarantee that they will ever receive this protection unless they can enforce it by their trade unions.

Helplessness of the "Company Union"

The foundation of the "company union," which manifests itself in "shop committees," "industrial councils," "employes' representation plans," and other schemes promulgated nowadays by employers to prevent bona fide organization among their employes, is sickness, accident and old age provisions for employes. The "company union" is controlled by the employer, and all the provisions it makes for the benefit of the employes are subject to the will of the employer. Through the same control of the machinery that put into effect these sickness, accident and old age provisions, the employer may wipe them out at any time, and the employes, without bona fide organization to conserve their interests, are helpless to prevent it.

The workers must rely upon their own efforts, through trade union organization, to protect their conditions in industry. An employer-controlled sickness, accident and old age benefit plan will not protect them. It leaves them absolutely at the mercy of the employer. They must establish their protection through the force of their own organizations, controlled by themselves, and they must maintain these organizations to enforce the provisions of any benefit plan that is established in the industry they are giving their life service to.

"Humanizing industry" can come only when genuine democracy prevails in industry. The rank and file employes are the great bulk of the human element in industry, and their right to participate as free men in determining its administration must be recognized if any permanent approach to justice is to result. The only way this right can be established and maintained is through their own free organizations—the trade unions.

—UNION LEADER.

THE LABOR MOVEMENT

By Tom Moore, President Trades and Labor Congress of Canada in Canadian Congress Journal

The modern labor movement is little more than a century old and much of it, especially in Oriental countries, has developed in the past few years. Having its origin in revulsion of feeling against intolerant human suffering imposed upon workers by the growing development of industry through the introduction of machinery in industry, it spread from country to country, in many instances springing up practically spontaneously until, to-day, in one form or another, over forty million workers are organized into trades unions.

It is a uniting force, bringing together workers of all religions—Christian, Mohammedan and Pagan; of all races—white, black and yellow, and speaking almost every known language of the world. Its adherents are found taking an active part in the affairs of approximately sixty different nations.

Roughly, the labor movement could be divided into three major groups. On the left, the revolutionary group, claiming close to twelve million followers and accepting, generally, the communist doctrines and the policies advocated by the Red International Trades Unions of Moscow. On the right is the clerical group, claiming close to six million members. This group is founded as a religious faction, being controlled, in most countries, by the clergy of the Catholic Church.

The centre, or major, group expresses its belief in democracy and improvement of conditions by constitutional methods and evolution and its policies are expressed through the International Federation of Trades Unions at Amsterdam and the American Federation of Labor.

This centre group is the one to which the Trades and Labor Congress of Canada belongs, both through its connections with the American Federation of Labor and its direct affiliation to the International Federation of Trades Unions at Amsterdam.

As a world-wide movement it has played an active part since the Treaty of Versailles in giving effect to the declarations of Part 13 of the Treaty which, without quoting, may be said truly to be based on the truest principle of humanity.

It is to-day and has continuously and energetically carried on a campaign of war against war. Realizing that to-day between six and ten million workers are struggling to obtain their livelihood while suffering disabilities caused by their participation in the World War and further realizing that the horrors of the last war would be infinitesimal compared to those of any future war and that the progress towards higher civilization is impossible so long as nations dissipate their energies and wealth in military preparations, the International Federation of Trades Unions is concentrating its efforts throughout the world towards educating the masses to make impossible another world conflict.

Through conferences being regularly held by the International Trades Union Move-

ments, the common citizens of countries are learning to understand each other better and with greater understanding comes greater tolerance and consequently greater security for world peace.

The International Federation of Trades Unions does not attempt to dictate the manner in which the Trades Union Movement of any country shall conduct its internal business but each trades union centre is left entirely free to bring about the development of the trades union movement in harmony with the requirements and the development of its national life and culture.

In Canada the majority of the workers have linked up their destinies with those of the United States for the conduct of their affairs in the industrial field and have formed what is commonly understood as international trades unions of the respective crafts and callings, these unions being composed of common membership in the United States, Canada and Mexico. This has been brought about because of the international nature of capital between these countries and it is natural for labor to create its defensive force on the same broad basis as capital exercises its control over industry.

Politically, the trades unionists of Canada take full cognizance of the independent status of Canada as a nation within the British Commonwealth and in order to give expression to their legislative requirements the Trades and Labor Congress of Canada was created some thirty-nine years ago. Since that time it has acted as the legislative mouth-piece both before the Dominion and the provincial governments for the organized workers of this country. It is absolutely an independent body though working in the closest co-operation and having the most friendly relations with the American Federation of Labor.

It is not intended, however, to enter into details of organization here but merely to outline these broad principles with a view to removing some of the misunderstanding which exists as to the independent position of the trades unions of Canada which form part of the International Trades Union Movement.

No benefits are secured by labor organizations for their members that do not also benefit the unorganized. A few such measures in which organized labor has interested itself in the past might be cited:

The establishment of Ministries of Labor, both in the Dominion and in some of the provincial governments;

The creation and development of free public employment offices and the abolition of private employment offices which lent themselves to exploitation of the unemployed workers;

The development of educational facilities and the securing of a Federal Act aiding the provinces in giving technical education.

Provincially, might be noted the Compensation Acts, Mothers' Allowance Act, Minimum Wage legislation, Factory legislation and Inspection, etc.

Amongst the immediate aims are one day's rest in seven for all workers; unemployment insurance, old age pensions, a sane immigra-

tion policy which will people Canada with assimilative races and prevent exploitation of the immigrant or the lowering of the standard of living of Canadian citizens.

A maximum work day of eight hours;

Protection of women and children in industry and the elimination of child labor.

The demands of organized labor are based on human needs.

Labor organizations, being voluntary, develop self discipline amongst their members, and thus add materially in improving citizenship.

In the industrial life of this country and in the development of the community spirit amongst the citizens of this country, labor organizations pride themselves that they are a powerful influence for good.

Composed of human beings subject to all the emotions and failings of the human race, it is not exceptional that the actions of labor organizations often reflect in the mass the faults of the individuals who compose them.

Notwithstanding all this, the history of the labor movement is closely linked up with the emancipation of the human race and has a history for achievement equalled by no other modern movement.

CONCERTED MOVEMENT TO PROMOTE UNION LABEL

The Executive Board of the Union Label Trades Department of the A. F. of L. has decided to conduct a vigorous campaign for the union label, shop card and working button. This, the movement will begin August 25 and continue for at least one month. The purpose is to instill into the members of organized labor and sympathizers the urgent necessity of using the power of purchase and other means to strengthen the trade union movement and aid fair employers in extending the market for union made products and discourage hostile employers. It is recommended, and the Local Divisions of this Association, and officers, are petitioned at some meeting on or before August 20, to appoint a committee of from three to five members to associate in leading and promoting this campaign for the union label. As soon as committees are appointed the Secretary of the Local Union, or a Secretary named by the committee should notify Secretary-Treasurer John J. Manning of the Union Label Trades Department of the A. F. of L., 202-204 A. F. of L. Bldg., Washington, D. C., by letter and request of him the process by which the campaign will be conducted, that a concerted policy may be actively undertaken. Secretary Manning will forward instructions and literature relative to the conduct of the campaign that the committee may be familiar with the course to pursue.

International President W. D. Mahon is taking this means of requesting hearty co-operation on the part of the Local Divisions of the Amalgamated Association in this special endeavor to promote union label products and thereby extend and strengthen the trade union movement.

COURT APPLIES INJUNCTION REMEDY TO DEFEAT ATLANTIC CITY LOCAL

On June 21, due to the fact that the Atlantic City and Shore Railroad Company refused to renew the collective agreement with the members of Division No. 774 of the Amalgamated Association for another year, and refused to comply with a previous assurance of arbitration, the members of Division No. 774 suspended work.

Since the suspension the company has employed strikebreakers to operate the cars. That prospective passengers and the public in Atlantic City might be informed of the unfairness of the management of the property, placards were used. One placard read: "Trolleyemen on Strike. Be an American. Don't Ride with Strikebreakers." Another placard read: "Trolleyemen on Strike. Riding with strikebreakers is Unsafe." A third read: "Trolleyemen on Strike. Ride Jitneys on Pacific Avenue." Another sign posted by the men on strike that was used by the company in its petition for injunction read: "Our Ex-Service Boys fought for you. They want your help now by asking you not to ride with Strikebreakers. Ride the Jitneys, walk—Be an American." As a result, the company obtained very little patronage on their cars operated by strikebreakers.

As an endeavor to intimidate the men who had suspended work, and prohibit them from advertising their suspension of work and the unfair attitude of the company, the company's attorneys, Bourgeois and Coulomb, recognizing the convenience of Judge Edwin R. Walker to their cause, petitioned him for an injunction drawn by the company's attorneys, that if complied with would prohibit any contact between the men locked out and the public. Besides, it is designed to starve the men into submission, or out of their endeavor to again establish collective agreement relations with the employing company. They are prohibited from requesting the citizens of Atlantic City and others who might visit that watering place, to keep off the cars, or even to tell them of the unfair attitude of the management of the property towards Labor.

The injunction as prayed for by the company, through its union-fighting attorneys, Bourgeois and Coulomb, drawn by those attorneys, and conveniently granted by the court, word for word, is as follows:

The Injunction
IN CHANCERY OF NEW JERSEY
BETWEEN
ATLANTIC CITY & SHORE RAILROAD COMPANY,
PANY, a corporation of the State of New Jersey
Complainant, On Bill, &c.
and
RULE TO SHOW CAUSE
DIVISION 744 OF AMALGAMATED ASSOCIATION OF STREET & ELECTRIC RAILWAY EMPLOYEES OF AMERICA, et al.,
Defendants.

This matter being opened to the Court by Bourgeois & Coulomb, of Counsel with Complainant, and upon reading and filing the Bill of Complaint and affidavits thereto annexed:

IT IS, on this first day of July, 1924, ORDERED that defendants show cause before the Chancellor, at Chancery Chambers, Law Building, No. 1416 Atlantic Avenue, Atlantic City, N. J., on the 15th day of July, instant, at ten-thirty o'clock in the

forenoon, daylight saving time, or as soon thereafter as counsel can be heard, why an injunction should not issue, pursuant to the prayer of said Bill.

IT IS FURTHER ORDERED that in the meantime and until the further order of the Court, defendants, Division 744 of Amalgamated Association of Street & Electric Railway Employees of America, Tilghman B. Mathis, Morris M. Magnes, Norris Smith, and T. J. O'Brien, and each and every of the members of said Division 744 of Amalgamated Association of Street & Electric Railway Employees of America, and each and every of their servants, agents employees, aiders, abettors and sympathizers, refrain and desist from knowingly or intentionally causing or attempting to cause by threats, offer of money, payments of money, offering to pay expenses, offer of food, or by inducement or persuasion, any person from operating the trolley cars of complainant company, and from intimidating, inducing or otherwise preventing or causing to prevent persons from riding upon the cars of said complainant company and from:

(a) Loitering about or picketing the cars of complainant company, whether upon the highway or public places, or upon or near the premises of complainant company, with intent to procure the molestation and annoyance of persons lawfully upon said cars and riding thereon, or desiring to ride thereon, as well as persons in the employ of said complainant company operating said cars and persons desiring to enter said employ, and from urging and soliciting persons to cease riding on its cars, and from causing persons to refrain from riding thereon, or to leave the cars by reason of threats of violence or any other means.

(b) Violence, threats, insults, assaults, annoying language, acts or conduct directed against persons operating said cars, as well as persons riding thereon, and persons desiring, intending and offering to ride thereon, and from any acts, language or exposing any sign, with intent to coerce or frighten any persons from riding on the cars, or to leave said cars, or in any manner inducing persons, passengers on said cars or desiring to become passengers upon said cars, or about to become passengers on said cars, to refrain from entering and riding thereon.

(c) Attempting to cause any person engaged in operating said cars to leave such work by intimidation, coercion or annoyance of said persons by language, acts or conduct.

(d) Causing persons willing to operate said cars, Motormen and Conductors, to refrain from so doing, by annoying language, acts or conduct.

(e) Aiding, abetting or inducing with words, money, food or otherwise, any member of defendant Division 744 of Amalgamated Association of Street & Electric Railway Employees of America to continue the said strike against complainant company by means of loitering upon, around or picketing the said cars of said complainant company, with intent to procure the molestation or annoyance of persons in said cars, as well as to prevent or delaying the operation of said cars for the accommodation of public patrons thereof, with a view of delaying or disabling the service of complainant company in transporting and carrying passengers desiring to be transported over said company's lines.

(f) Former employe Motormen and Conductors of said company, being members of Division 744 of Amalgamated Association of Street & Electric Railway Employees of America, their servants and agents, from concerted action against or otherwise to injure complainant company's business by picketing, displaying banners, denouncing the employer as unfair or its carriage of passengers as unsafe, appealing to prospective customers to withdraw their patronage, circulating handbills or other advertisements containing abusive and libelous charges against said complainant company, intimidations or injury to future or proposed patrons, and from doing or committing any other act amounting to unlawful conspiracy in restraint of complainant company's trade.

IT IS FURTHER ORDERED that a copy of this Order, together with a copy of the Bill of Complaint and affidavits, which copies may be certified by the Solicitor of record, be served upon the defendants within four days from the date thereof.

Respectfully advised:

Robt. H. Ingersoll,
Vice-Chancellor.

Edwin R. Walker,
Chancellor.

In the above injunction is observed in paragraph (e) that the men who are endeavoring to re-establish collective agreement with the property are prohibited from inducing "with words, money, food or

otherwise any member of the Association to continue the said strike." Upon what basis of law and justice a judge can issue an injunction to prohibit the appropriating of money or food for the purpose by sheer starvation of compelling men to work for an unfair company is beyond the average conception of the anti-slavery amendment to the U. S. Constitution.

MOBILIZING THE SAVINGS OF AMERICAN LABOR

"The Crust was never so thin as to-day between orderly government and the forces of discontent and unrest. On every freight train throughout the West, tramps or 'wobblies,' as they call the I. W. W.'s there, are distributing red literature. This discontent and unrest pervades our entire national life."

So said Warren S. Stone, Grand Chief of the Brotherhood of Locomotive Engineers, President of the Brotherhood of Locomotive Engineers Co-operative National Bank of Cleveland, Ohio, and the Brotherhood Investment Company, which controls through stock ownership the chain of ten Brotherhood banks from Boston and New York to Spokane and Tacoma, Washington. The Brotherhood chain alone has resources of \$35,000,000.

"The secret of the labor bank," says Chief Stone, in 'Forbes Magazine' (N. Y.), "is that it is fighting your fight and mine. It is fighting for the small depositors in all savings banks, since these also are labor banks as custodians of the fruits of years of thrift through savings by small depositors. The point is that the small depositor has never had a voice heretofore in the industrial life of the country. The labor banks now lend him a voice to be heard."

"The intelligent white-collar class has become a power in the land."

"There is no more mystery in business than in any other matter of fact, and the small savings account man is just finding that out. He is returning to the ways of the Fathers, who regarded things simply, distrusted and discarded what they did not understand, and kept their powder dry."

"The mobilized saving power of labor employed through safe and intelligently managed investment can lift the whole problem of relationships between capital and labor to a plane never before reached in America. No economic experiment taking place anywhere in the world holds greater promise for us all."

The rise of labor banks has been so rapid and the character of their depositors so universal and inclusive of all ranks of society, that, to close observers, it is evident they fulfill an economic need.

Four years ago there was not a labor bank. To-day there are thirty such banks already operating and seven more in process of organization. Their aggregate resources approximate \$130,000,000.

The best pickers of men don't keep picking men.—Forbes Magazine (N. Y.)



The Motorman and Conductor



Official Journal of the Amalgamated Association of
Street and Electric Railway Employees of America

PUBLISHED BY THE ASSOCIATION

Monthly, at 260 E. High St., Detroit, Mich.

W. D. MAHON, President

EXECUTIVE COUNCIL

W. D. MAHON	International President
WM. B. FITZGERALD	First Vice-President
P. J. O'BRIEN	Second Vice-President
W. S. McCLENATHAN	Third Vice-President
FRED A. HOOVER	Fourth Vice-President
GEORGE A. DEAN	Fifth Vice-President
P. J. McGRATH	Sixth Vice-President
ALBERT E. JONES	Seventh Vice-President
JAMES LARGAY	Eighth Vice-President
J. B. WILEY	Ninth Vice-President
M. J. MURRAY	Tenth Vice-President
C. U. TAYLOR	Eleventh Vice-President
JOHN M. PARKER	Twelfth Vice-President
L. D. BLAND	International Treasurer

GENERAL EXECUTIVE BOARD

EDWARD McMORROW	A. H. BURT
MAGNUS SINCLAIR	WILLIAM F. WELCH
P. J. SHEA	J. B. LAWSON
JOHN H. REARDON	ALEX. J. McGUIRE
R. L. REEVES	Secretary

Correspondents will please address all communications for publication to R. L. REEVES, Editor. Subscriptions payable to W. D. Mahon, President.

SUBSCRIPTION

Per Annum, \$75

Single Copy, 10 cents.

ASSOCIATION

Articles of Constitution

Section 1. The objects of this Association shall be to organize Division Associations.

Sec. 2. To place our occupation upon a high plane of intelligence, efficiency and skill; to encourage the formation in Division associations of Sick Benefit Funds; to establish schools of instruction and examination for imparting a practical knowledge of modern and improved methods and systems of transportation and trade matters generally; to encourage the settlement of all disputes between employer and employes by arbitration; to secure employment and adequate pay for our work; to reduce the hours of daily labor and by all legal and proper means to elevate our moral, intellectual and social condition.

Unsigned communications cannot be published. Names of correspondents will not appear with their products unless by special permission of the correspondent. Matter for publication should be in not later than the 2nd of the month, and should be written on one side of the paper.

25

Reports of electric railway properties throughout the United States and Canada show that the properties have reached a period of progression, generally. This is no doubt due to the fact that the public have become accustomed to the effects of the deflection of the 5 cent piece.

Within this period of depression some street railway managements have attempted to take advantage of the over-supply of labor to decrease wage rates. This is not the way to stem the tide of depression. Good times depend upon the measure of distribution of money. The greatest means of the distribution of the purchase power is through the avenue of wage earners.

Street and electric railway wage workers have never reached the wage altitude of skilled men. It is true the wage rates have been advanced beyond common labor wherever street and electric railway workers are organized. But conditions do not warrant wage reductions. People do not want cheap transportation at the expense of wage workers.

The marvelous record of the divisions of the Amalgamated Association in escaping strikes and escaping the exercise of radical moves to maintain wage rates during this depression, is due to the intelligent following of the laws of the Association on the part of the members of Local Divisions. This, in itself, shows the high standard of the membership of the Association. Even provocations of managements of the employing companies have been dealt with through a course of reasoning that has protected the membership and maintained the solidarity of the

organization. It shows that before strikes the laws of the Association are consulted and complied with. And this will either lead to adjustment of disputes or place the employing managements in an uninviting attitude.

At the national election in Mexico held July 6, Labor's candidate, Gen. Calles, was elected President of the Mexican Republic. Also, all candidates for Congress—senators and representatives—who had the endorsement of the organized labor movement of Mexico are reported to have been elected.

The Amalgamated Association is in a position to report gratifying results in wage adjustments. But few of the employing companies in the street and electric railway business have attempted to cut wages. Some have so attempted. A few have succeeded. Success in decreasing wages, however, has been on unorganized lines. Another illustration of the value of organization.

The purpose of wage workers in organizing is one that can attain only through such organization under the present system of wage employment. Were there no incentive to the wage worker to join with his associate wage worker in organizations, there would be no wage workers' organization. The incentive for organization is to obtain more of the product of the workers in the way of wages for the work. If employing institutions would pay to wage workers as much wages and accord as advantageous working conditions as can obtain to them through organization, there would be no wage workers' unions. Isn't that true?

President Samuel Gompers of the American Federation of Labor who suffered from a nervous break-down while in New York some weeks ago and was confined to a hospital under treatment, is reported recovering and the labor movement is now assured that he will again soon be on the job. Brother Gompers is reported to be 74 years old, but that is not old for one of his life sustaining qualities. But labor wants him to be cautious of his health. His value to organized wage earners is well recognized by the American Labor Movement.

Wage workers who organize, have a purpose in organizing. That purpose is not for a day only. The organization is for continuous use. It is a movement designed to continue throughout the wage working period. The organization is effected by the entire group of wage workers. One may discontinue wage working. Another takes his place. The industry continues. Thus the organization continues to serve the purpose of the continuing or acquired wage workers on the job or in the trade. It becomes a permanent institution—permanent as the employing industry.

The Labor Bulletin published by the Illinois Department of Labor states in a late review of the industrial situation that unemployment has become a serious problem in Illinois. In the month of May this year, employment was 8 per cent less than in the month of May of the year 1923. The greatest decline in any month was within the month of May. The ratio of applicants for available jobs at the Illinois free employment offices was 53½ per cent greater than the number of jobs, meaning that there were more than three applicants for each two openings for employment. A year ago there were less applicants than jobs. This may be the way back to normalcy.

Following the liberation of Eugene V. Debs from the Atlanta Federal Prison, the Government of Indiana became enthusiastic in expressions of patriotism designed to protect the people from what he would have the people believe to be the destructive influence of Debs' preachings. He intervened to stop the friends of Debs from holding a demonstration in the way of an expression of their pleasure that he was again liberated. Today, that Governor is serving a sentence in Leavenworth Prison, upon the charge of robbing the people whom he would protect from such characters as Eugene V. Debs. Singular how and why persons change places.

Brother Michael Ward, of Division No. 576, Schenectady, N. Y., while in bathing near the terminal of the Barge Canal, where it enters the Hudson River at Waterford, N. Y., was taken with cramps and drowned June 2. Brother Ward was one of the original members of the Schenectady Local, joining at the time of its institution, and was one of those instrumental in organizing the Local. In the course of Division No. 576, Brother

Ward held various offices and at the time of the late strike of that Local was Business Agent. The Local was instituted October 18, 1911. This made the membership in the Association of Brother Ward more than 12½ years continuous at the time of his death. He will be remembered as having represented the Schenectady Local at the Atlanta and previous International Conventions. At the time of his death he was employed as time-keeper with the New York Canal Commission, having lost his employment with the Schenectady Company through the strike of the Local, of which he was one of the leaders.

By a decision of the Railroad Labor Board shortly after its creation, rates of wages were fixed to be paid by railroads. The rates were fixed under the Federal Law that included the creation of the Railroad Labor Board, and upon appeal of the shop crafts. The Pennsylvania Railroad, of course, ignored rules and decisions of the Railroad Labor Board, and fixed the wages for its own employes at rates less than the Railroad Labor Board's award. The shop crafts entered the federal court to obtain the difference between the wages received and the wage rates awarded by the Railroad Labor Board. There has been an accumulation of some 15 Million Dollars. That represents the profit that has accrued to the Pennsylvania Railroad Co. by its endeavor to destroy the bona fide unions of its employes. Federal Judge Dickinson, in order to confirm the position of the Pennsylvania Co. dismissed the case on the ground, as set up by the Pennsylvania Co., that no jurisdiction exists to enforce decisions of the Railroad Labor Board. The case was carried to the Federal Court of Appeals where, again, May 15, the Pennsylvania Co. was sustained in ignoring the award of the Railroad Labor Board. In confirming the decision of the lower court, the Circuit Court of Appeals is quoted as saying: "This is an instance where the machinery which the congress set up did not work through to final decision and resulted in no punishment, except that of public opinion directed against the company." Public opinion works very well in cases of strikes when it is allowed to work. It is rather idle when under the restraint of autocratic control. It is not likely that the Pennsylvania Railroad Co. has been compelled to sacrifice any of the Fifteen Million Dollars of low wage savings on account of the force of public opinion. It is questionable that the public has ever rendered an opinion in this case. The opinions are left to the corporation controlled courts and their opinions, it is quite certain, will impair but very little of the Fifteen Million Dollars savings that the Pennsylvania Company cherishes in its union destroying career. It is stated that the shop crafts design to appeal to the U. S. Supreme Court. This will not in the least annoy the Pennsylvania Railroad Co., as its attorneys are paid by the year. Neither will it inspire public opinion to activity.

FROM LATE REPORTS OF INTERNATIONAL OFFICERS

International President W. D. Mahon, July 16, was at Boston, Mass., where he had addressed a meeting of Division 589, upon the affairs of that Local. Associated with him was G. E. B. Member John H. Rear-don. Division No. 589, in renewal of agree-ment, was unable to agree with the employ-ing company upon wage rates, and the sub-ject of wages was referred for arbitration. Other situations receiving the attention of the International President, while in the East, are the agreement work of Division 618, Providence, R. I. and matters pertain-ing to the Eastern Massachusetts Locals, including Division No. 240, Chelsea, Mass. President Mahon visited and addressed a meeting of the Chelsea Local. Prior to his trip East Judge Theo. J. Richter of the Wayne County Michigan Circuit Court, handed down a decision upon the petition of mandamus made by the Municipal Ownership Branch of Division No. 26. The decision directed the Commission to com-ply with the agreement provisions that were entered into relative to arbitration and certified to February 7, 1923. This case was placed in the court under the direction of the International President. The com-pany has forced a stay of compliance with the court order by taking an appeal to the Michigan Supreme Court. The manage-ment of the M. O. Lines refuses to deal with any representatives elected by the platform employes, except those elected at an election controlled and dominated by the management. Upon the Michigan Electric Railway, Division No. 245, Jackson, Mich., and associated Locals was unable to effect a wage settlement with the management of the property. The management posted a wage reduction of 2½ cents per hour, which took effect June 1. Refusal of the company to retract this reduction, caused the Locals, including Jackson, 333, Battle Creek; 343 Kalamazoo; 362, Albion and 563, Lansing, to direct their Joint Advisory Board to sus-pend operation. This case being placed be-fore the International President, under his direction, Secretary W. D. Robbins of Division 113, Toronto, intervened with the President of the Company, who lives in that city, having him advised of the situation, and as a result a wage adjustment was effected, restoring the wage rates existing upon the properties prior to June 1, last, and making the rates retro-active to that date.

First Int. Vice-President Wm. B. Fitz-gerald, aside from assisting the Interna-tional President in the general affairs of the Association, continued his work in the in-terest of the members of the Association employed upon the Detroit City Railways owned and operated by the city. Following the order of Judge Richter of the Circuit Court directing the management of the property to arbitrate, an appeal was taken, but the Mayor of Detroit was reported to be inclined to settle the case out of court.

As a result, associated with the attorneys representing the Local in the litigation, Vice-President Fitzgerald held conferences with the Mayor and the case is yet pending in a conference stage, but with questionable probability of a settlement, until after the case is heard by the Supreme Court. At Cleveland, where Division No. 268 obtained an increase in wage through arbitration of 12 cents per hour, and the company re-fused to abide by the award, and undertook to abrogate the entire agreement, the case having been handled before the arbitration board by Board Member McMorro, peti-tion was made to the Circuit Court of Cuyahoga County to require the manage-ment of the property to comply with the agreement. An order of specific perform-ance was obtained from the court, directing the company to comply with the agreement and setting September 8 as a further date of hearing. July 16 Vice-President Fitzgerald was called to Boston, Mass., where he was associated with Int. President Mahon upon affairs of that Local, the wage question being in arbitration.

Second Int. Vice-President P. J. O'Brien reports that Division No. 496, Pittsfield, Mass., has obtained a renewal of agree-ment with a wage increase of 3 cents per hour. The case had been pending confer-ence stage for several weeks. The new rates are reported to be 53 cents per hour for first year service men, 56 cents for the second year, and 60 cents per hour there-after, with 7 cents per hour additional for one-man cars. Vice-President O'Brien is there assisting Division No. 774, Atlantic City, N. J., the members of which sus-pended work June 21. On July 2 the com-pany obtained an injunction restraining the members of the Local from picketing while the cars were being operated by strike-breakers. He visited Newark, N. J., where the Joint Advisory Board of Division 819 and associate locals working upon the Public Service Property of New Jersey pro-vided to assist the Atlantic City men financially by an appropriation of 50 cents per member to the members of Division 774. The injunction obtained by the com-pany was set for final hearing July 16, at which time Vice-President O'Brien was in Atlantic City.

Fourth International Vice-President Wm. P. Jennings recently tendered his resigna-tion of the Vice-Presidency to the Interna-tional President with the request that it be accepted. The resigning of Vice-President Jennings advanced Int. Vice-President Fred Hoover to the position of fourth Interna-tional Vice-President and all other Interna-tional Vice-Presidents were likewise one point advanced in succession.

Fifth Int. Vice-President Geo. A. Dean, under date of June 30, reported being in San Francisco, Calif., where he made an investigation relative to application for assistance in organizing, coming from certain of the employes upon the Market St.

Railway. He reports that there is little prospect of early absorbing the Market Street properties by the Municipal System.

Eighth Int. Vice-President James Largay, early in July, was dispatched to Zanesville, Ohio, where Division No. 781 suspended work in protest of the refusal of an increase in wages. He made a thorough investigation of the strike situation, reported that there was no immediate settlement in sight, and that the property is not operating. He returned to his home in Utica, July 5.

General Executive Board Member Edward McMorrow, per his report of July 12, visited Gary, Ind., where he addressed meetings of Division No. 517. The Local is involved in a discussion of the introduction of an 8-hour day. While the 8-hour day would extend employment and as it has in other crafts and in many of our own Locals tended to ward off depressive conditions of unemployment, he reports that there is a divided opinion in the Local relative to the shorter work day.

G. E. B. Member Magnus Sinclair was dispatched to Cobalt, Ont. to assist Division No. 700, upon agreement work. The property upon which the members of Division 700 work is known as the Temis Mining and Northern Ontario Ry. The property is owned and operated by the Province of Ontario. The men had asked for an increase in wage, to which the management did not agree. Following the arrival of Board Member Sinclair, application was made to the Dominion Labor Department for the appointment of a conciliation board under the Lemeaux Act. Before the Board was granted, however, a settlement was reached in which a 2½ cents per hour increase obtained. This creates new rates of 40 cents per hour for the first 6 months, 45 cents per hour for those of the next year of service, and to those of 18 months, 50 cents per hour. The agreement was made for one year, per the report of Board Member Sinclair of July 13.

G. E. B. Member P. J. Shea was dispatched to Ottawa where he addressed a meeting of Division 279, and reports the Local well officered and in a progressive condition. He states that the Local has obtained a 2 year agreement with a substantial increase in wages. At Hull, Que., he visited and addressed Division 591, and reports the Local to be prospective of a renewal of agreement, without serious difficulty. From Hull, he was dispatched to Montreal, Que., from which Local he reports the obtaining of a three year agreement that carries with it a wage increase of 3 cents per hour, with 5 cents per hour additional for Sunday and holiday work, and 5 cents per hour additional for the operation of one-man cars. The system was approved by Division 790, and establishes wage rates of 42 cents per hour for first year service men, 47 cents per hour for the second year of

service, and 51 cents per hour thereafter, with time and one-half for overtime and 5 cents per hour additional for one-man cars. He reports Division 790 to be in a very progressive state and well officered. By his report of July 6, Board Member Shea was at Rochester, N. Y. to attend a meeting of the Joint Advisory Board of Divisions 282, Rochester, 580, Syracuse, and 582, Utica, upon matters pertaining to those Locals.

G. E. B. Member John H. Reardon reports that being unable to obtain an agreement for Division 600, Waltham, Mass. with the employing company, the subject of wage rates was referred for arbitration. He reports a renewal of the agreement of the Eastern Mass. Locals, Division 235, Brockton, and associate divisions. At Boston he associated with International President W. D. Mahon upon agreement work in the interest of Division 589, the wage rates having been submitted for arbitration. Per his report of July 12 he associated with International President Mahon in attendance at a meeting of Division 240 Chelsea, Mass. upon the affairs of that Local.

G. E. B. Member Allen H. Burt, reports that at Davenport, Iowa, Rock Island and Moline, Ill., where he was assisting Divisions 312 and 313, upon agreement work, that the management of the property had refused arbitration, except that it carried a provision that an increase in wages would be subject to an increase in fares. It appears that the franchise of this property carries with it an arbitration provision, and Board Member Burt, with the presidents of the two Locals involved, petitioned the Mayors of Rock Island and Moline, Ill., and Davenport, Iowa, to insist upon the management of the property complying with the franchise arbitration provision. At Peoria, Ill., the company was evading the appointment of a third arbitrator, when a proposition was submitted to the management for a refusal of the old agreement to contain the expiring wage rates. Both of these cases at Peoria and Davenport, Rock Island and Moline, were pending per his report of July 6.

G. E. B. Member Wm. F. Welch, at Portsmouth, assisted Division No. 455 upon wage agreement work. Being unable to arrive at an agreement relative to wage rates, this subject was submitted for arbitration, the company selecting as arbitrator, Mr. Geo. E. Carlisle, and the Local Mr. Jos. L. Kuntz, a Portsmouth merchant. At Wheeling, W. Va., he reports a third arbitrator to have been chosen by the arbitrators appointed by Division 103 and the employing property, for the arbitration of the wage rates, which were pending arbitration, per his last report. The third arbitrator was Mr. Fred F. Faris. Board Member Welch assisted the Local in the presentation of this case at the close of which he returned to Portsmouth to assist Division 455 upon arbitration work. He

attended and addressed a meeting of Division 813, Fairmont, W. Va., upon matters pertaining to that Local. Per his report of July 12 the Wheeling arbitration case was pending the rendering of a decision by the arbitration board, and the arbitration at Portsmouth in the interest of Division 455 was about to be undertaken.

A judge in Atlantic City, N. J., has granted an injunction to assist the street car company in defeating Division 774 of the Amalgamated Association in its endeavor to restore collective agreement relations with the employing company. Within the injunction is a provision prohibiting the supplying of food to the members of the Association who have suspended work to establish the right of collective agreement. The judge who granted this order of restraint could not have contemplated any other purpose than that of starving the men who have suspended work into submission, to compel them to again return to work at the company's option, wages and conditions of employment. Should the mandate of the court be complied with, it could result only in the abandonment of the endeavor on the part of the members of the Atlantic City Local from sheer starvation, if the order should have its purposeful effect. The U. S. adopted an amendment to the Constitution prohibiting slavery. This injunction is clearly in violation of that amendment. It seeks to enslave the Atlantic City workers in so far as their future employment with the Atlantic City Street railway property is concerned. If there was no other employment for these men they would be compelled, through this order, were it not for the fact that they have a property right in the International Association, to give up their organization and return to employment or starve to death. It also reaches into their families, and applies to their wives and children, and other dependents. But it is a labor injunction, granted by a court willing to grant it, and presumably willing to grant anything else asked for by the industrial masters, regardless of the Constitution of the U. S. Fortunately the subsistence of the Atlantic City members is provided through the funds of the International Association and those members are participants in the creation of the fund and, of course, part owners of it and the court must know that they are entitled to their own. The money, and the food purchased by the money that goes to the Atlantic City members represents a feature of their property right in the Amalgamated Association and it would be a peculiar law or rule of the court that would prohibit a man from the use of his own money or from eating the food purchased by his own money. Again, the same concept of law naturally grants to an individual the right and privilege to advise others of any dangers they are about to enter, or any act which, when committed might be a source of regret following the discovery of the nature of the act. All know that there is danger in riding on a

street car that is operated by an irresponsible, inefficient or inexperienced operator. Men familiar with street car accidents know this. It would also be very distasteful for a majority of the people to ride on a street car and then discover that by so riding they had ridden with strikebreakers and contributed themselves as an instrument to strengthen the purpose of the employing management of the property to destroy organized labor, or the rights of employees to organize. Still, judges can be found that will grant this type of injunction with the hope of intimidating men and women who belong to trade unions.

The National Women's Trade Union League of America, at its recent convention held in Kansas City, re-elected Mrs. Maud Swartz, President, Miss Rose Schneiderman, vice-president; and Miss Elizabeth Christman, secretary-treasurer. The executive board elected comprises: Miss Mary E. Drier, New York; Miss Matilda Lindsay, Clarendon, Va.; Miss Agnes Nestor, Chicago; Mrs. Sarah Green, Kansas City; Miss Julia O'Connor, Boston; and Miss Ethel M. Smith, Washington, D. C. The Executive Headquarters of the League will remain in Chicago with the office of the President in New York. Legislative headquarters will be Washington, D. C. One of the acts of the Convention was to direct the League to request the Women's Bureau of the U. S. Department of Labor to make a study of the married women in industry. The League will ask Congress for an appropriation for this purpose.

SUPREME COURT SUSTAINS INJUNCTION

In 1918, the Pacific Electric Railway of Los Angeles obtained an injunction restraining the Steam Railway Brotherhoods from soliciting membership upon the property of the company. At the time there was a strike undertaken by the Steam Road Brotherhoods of the property. It proved abortive. In order to make the strike more effective, the strikers endeavored to acquire additions to the ranks of the Union, by soliciting those who were yet working upon the cars—both those who held to their employment and refused to join the strike and scabs who were employed to take the place of the strikers. The injunction was granted by the United States District Court of Los Angeles. An appeal was made and the injunction was confirmed. A petition was made to the United States Supreme Court for a review of the case and this court handed down a decision March 1, last, sustaining the injunction. The injunction prohibits the Steam Road Organizations from, through force, intimidation, etc., obtaining membership among the employees of the property.

Indications are that the depression, for a time, at least, has reached its lowest point and that now industrial conditions are to improve.

STRIKES AND LOCKOUTS

Zanesville, Ohio.—Division No. 781, the members of which suspended work May 22, to await a reasonable increase in wage rates, has yet been unable to obtain the desired increase. No cars are being operated upon the property upon which the members were employed. The company is offering the property for sale. The representation of the management is that nothing is being lost to the property through the suspension of work on the part of the employees, as it is held that no profits were obtainable through its operation. International Vice-President James Largay was a recent visitor among the members of Division 781, where he investigated the prospects of a settlement of the dispute, and seemed to be impressed that there is yet no settlement in sight.

Atlantic City, N. J.—Division No. 774 suspended work June 21. In this case, in conferences designed to continue collective agreement relations, as a final proposition the management offered to arbitrate all wages and working conditions. The committee representing the Local submitted the proposition back to the members of Division 774 and a vote of the Local instructed the officers and agreement committee to proceed with the company in arbitration, as proposed by the management. When the management was notified of the acceptance of the proposition the company refused to comply with its agreement. In other words the company refused to abide by its own solution of the problem. This was evidence that the company had made the proposition with the hope or expectancy of the employees refusing it and made the proposition without any intention of carrying it out. As all negotiations for a collective agreement were broken off by the company, the suspension took place. The cause of the employees was supported by the public generally, and as this is a tourist resort it was necessary to picket the property to keep the people informed. The company immediately installed strikebreakers and gunmen to operate the cars. Picketing of the property by the members of Division 774 had its effect and the company petitioned the court for an injunction to restrain the employees from picketing. The injunction was granted by the court and included an order prohibiting the officers of the Local and others from contributing financially to the support of the strike, designing to force the members of the Local into employment with the company or employment in other jobs, and thus confer upon the company a complete control of the situation. The return day for the injunction, or further hearing thereon was fixed at July 15. The injunction seems to have had some effect as a measure of intimidation. The Local is being assisted by International Vice-President P. J. O'Brien.

Sweating exudes poison from the body but enriches mind and pocket.—Forbes Magazine, (N. Y.).

STRUCTURAL IRON WORKER CHARGE PLOT OF EMPLOYERS IN INJUNCTION CASE

The International Association of Bridge, Structural and Ornamental Iron Workers in New York City in May, went on strike, due to an endeavor on the part of the New York Iron League instituting a move to destroy the organization. In conducting the strike on construction work the structural iron workers picketed jobs, with the result that the Iron League petitioned for an injunction and accompanied the petition with a demand for Five Million Dollars damage. The Structural Iron Workers have met this petition with a counter-claim for Ten Million Dollars damage against the League, and the case on July 9 was held for a further hearing. The Iron League filed its petition in the Supreme Court before Justice Richard P. Lydon of New York. The Structural Iron Workers are represented by Attorneys Samuel Untermeyer, Frank P. Walsh, Spaulding and McCabe, Theo. W. Lord, and Raymond L. Wise. Attorney Lane, on behalf of the employers, argued that there were cases in New York State in which courts had ruled that even a single agreement between one employer's association and one union, under which only union men were to be employed, was held to be contrary to public policy. The injunction is also directed to restrain men from striking. From the New York Times of July 9, the representations of Mr. Untermeyer for the union are presented as follows:

Defend Right to Strike

Mr. Untermeyer said he could not understand what Mr. Lane meant when he asked for an injunction to restrain men from striking. He denied that a strike for the closed shop was a conspiracy and referred Mr. Lane to the provisions of the Clayton Act, which protected labor organizations. All the unions in the country might as well disband if they could be ordered to call off strikes begun for the recognition of the union. If to strike is held illegal, then workers are the slaves of their employers. Mr. Untermeyer argued.

He declared that the plaintiffs were not seeking the open shop in their industry because in every other branch of their industry they had working agreements with the unions. The talk about the open shop, he declared to be "the veriest sham and humbug."

"The only reason why they will not give this union the same agreement as they have with other unions is that the big steel companies will not allow it," he asserted.

Mr. Untermeyer said that the plaintiffs were part of a conspiracy to destroy the iron workers' organization and that one of the methods in furtherance of the alleged conspiracy was for the steel manufacturers to prevent the erection of fabricated steel by contractors who had the work done by union labor.

He charges that "the Iron League resigned from the Building Trades Employers' Association in 1920 to further this conspiracy," and that part of the scheme was for steel

manufacturers to refuse to sell steel f. o. b. New York and to make prices only for steel completely erected.

Mr. Untermeyer declared that the Lockwood Committee had taken evidence from Paul Starrett, who told it that the George A. Fuller Company could only erect steel through members of the Iron League and not through its own union erectors, with the result that it gave up steel erection work and dismantled its \$250,000 plant. The Thompson-Starrett Company, he said, was in the same position and had to dismantle its \$200,000 steel erection plant because it could not buy steel unless it promised not to have the material erected by union men.

"As a matter of fact, there is no such thing as the open shop," Mr. Untermeyer added. "There is either a closed union shop or a closed non-union shop."

Mr. Untermeyer also charged a conspiracy to destroy the union by "a spy system under Robert J. Foster." He alleged that an intricate system of espionage prevailed in the steel industry for the purpose of preventing the employment or procuring the discharge of union men.

Judge Lydon said he understood a union man might elect to work wherever he pleased, but he wanted to know why the union had to have pickets. Mr. Untermeyer explained that it was necessary for the union to have daily reports of the progress of the strike just as the employers had such reports made to them. He maintained that the unions undoubtedly had the right to picket, as it had been sustained by Chief Justice Taft.

The Court said it could not understand why the union, inasmuch as it was independent of the non-union men, "bothered with pickets." Mr. Untermeyer replied that the pickets attempted to induce the non-union men to join the union.

Judge Lydon took the matter under advisement.

Division No. 790, Montreal, Que., in the recent wage adjustment with the employing property, obtained a 3 cents per hour increase in wages and restored collective agreement relations that for two years had been denied by the management of the company. The course pursued by the Montreal Local and its officers that has resulted in attainment of their purpose in the way of re-establishing collective agreement relations is a gratifying example of what prudent, collective reasoning, exercised with most creditable patience will bring forth. Had the Montreal Local plunged itself into a strike situation two years ago, or had not the members shown a mutual loyalty and purposeful determination to hold their organized condition, the story would have been far different and the employees would likely have been without organization at all. In their work, marked by persistence and good, sound reasoning, the Montreal members of the Amalgamated Association have shown that street and electric railway employment today is dependable for the success of the properties upon a high standard of efficiency and mental quality on the

part of the employees. There is little question that the management of the property two years ago was inviting irrational and emotional direct action on the part of the employees, but the employees declined to fall into the trap, and as a result they have again established collective agreement relations and placed themselves upon a solid foundation as one of the important units of the trade union movement. There is little doubt that the management of an employing electric railway property really appreciates high capabilities on the part of the operative employees of the road, even though there may be a tinge of regret that this type of mentality serves as an assurance of concerted mutual self-help on the part of, and in the interest of the employees themselves. It is the type of men who maintained and made permanent Division No. 790, that created, maintained and has made grow to its present magnitude and service the Amalgamated Association.

We read in the daily newspapers that the Ohio Grange (farmers' Organization) is opposed to the proposed Child Labor Amendment to the U. S. Constitution. The Grange gives six reasons for opposing a Federal child labor amendment. The first and most convenient objection is that it would give Congress a power to prohibit or regulate essential and healthful labor on farms. Second, it would permit invasion of the home and the State by the national government. The glaring objection is the third, which is because it would entail greater and additional expense. Does the farmer sense that the Child Labor Amendment, with its resultant law prohibiting child labor, would tend to increase wage rates to wage earners? Does not the farmer sense that increased wages are protective of the best market for farm products? Within what class lies the greatest consuming power of farm products? The farmer should know that the greatest class consuming power of industrial communities is the wage workers. And yet the farmer protests a law that will give this class a greater purchase power. With the farmer, as with the manufacturer, it is a question of cheap labor. The interest of the child is obscure, when finance is at stake. But cheap labor brings low prices to the farmer, and he should realize it.

The postal workers—mailcarriers, etc.—of Canada, recently suspended work. They claimed that their pay was not sufficient for them to maintain a reasonable standard of living. During the war, they worked for low wages and seemed to have been forgotten following the war. The Dominion postal authorities and Parliament seemed not in the mood to relieve the situation. It wasn't the most opportune period for the postal employees to use the extreme weapon. This fact only confirms their position that their wage rates were abnormally insufficient and they are entitled to the wholehearted support of the people they serve in their endeavor to obtain a creditable living standard wage.

POPULAR OWNERSHIP—NOT PUBLIC OWNERSHIP

From Address of Mr. Thos. McCarter, N. J., P. S. Cor.

It seems to me that this is no time to trust to the control of frequently changing political administration the fortunes of local transportation systems upon which depend to so great an extent the welfare of so many people. At the same time I recognize the quasi-public nature of the service that these systems perform and the undesirability of concentrating their ownership in the hands of a few men. I believe that the people should own the transportation systems—not indeed through the use of public funds or the pledging of public credit because when responsibility is scattered and liability is distributed, extravagance and recklessness result, but through the widest possible distribution of their securities among those who use the service. In other words, I believe thoroughly in customer ownership which rejects all the faults of government ownership and retains all of its advantages.

Raising Capital for Public Utilities

The securities of electric railways—their stocks and bonds—have lost their speculative value. It is no longer possible to make great fortunes over night by dealing in them. The economics of the industry militate against large profits which, in any event would not be permitted under the strict governmental regulation and control that now prevails. And this condition makes it all the more necessary that their investment value should be safeguarded and assured. If this be done, if these securities assume a place among the safe and sure investments that offer a reasonable return and involve a minimum risk of loss, there will be so wide an extension of ownership among the people who use the facilities furnished by local transportation systems that popular ownership will silence whatever demand there may now be for public ownership and the full benefit of the private conduct of the utilities will be retained in the public interest.

Public Protection of Utility Investment

Now it seems to me that whatever may have been the original necessity for and purpose of governmental control, however pressing was the need of correcting abuses that had resulted from the somewhat haphazard and rapid growth of transportation utilities under ill-considered systems of public supervision, the time has come when a principal object of governmental regulation, must of necessity be the protection of investment in public utilities and especially local transportation systems, so that those who possess savings will be willing to put them into these enterprises in order that essential public service may be performed. If this be not done—if the public, and consequently public authorities, do not awaken to a realization of the necessity for a much broader and more liberal policy in the treatment of its local transportation utilities—then the present system of providing such service will fall and the country will be confronted with chaos in an industry in which orderly, assured and rapid development is necessary for public welfare.

I anticipate no such calamity. Cleared of the anomalies, the misunderstandings, and the misrepresentations that have accumulated through years of unscientific and uneconomic relations between the utilities and government, the common interest of the users of local transportation service, of those who own the facilities that provide it and of the general public is so sharply presented that it cannot fail to be recognized.

Someone has defined the object to be attained by the ideal agreement between a transportation utility and government as "the best possible service at the lowest possible cost." I think that every electric railway man will readily subscribe to that. I think that every user of the service should. I know of no business in which it is more to the interest of the operators and owners to have cost to the user low and service good. I know of no business where the qualifying word "possible" is more necessary in the interest of the user as well as the owner. For the crippling of these systems by the withholding of adequate revenue is a blow that falls with even greater force upon the user than upon the owner.

There must, in all fairness, be a readjustment of these conditions in the interest of those millions who depend so largely upon common carriers for transportation and to whom it is important that the cost of transportation be kept as low as possible. There must, in all fairness, be protection of these systems, against those practices which, foolishly encouraged by shortsighted public authorities, are handicapping efficient operation and greatly increasing cost. And not the least of these is competition.

Do not neglect the Union Label. In it there is strength, if observed.

Disbursements from the Death, Disability and Old Age Benefit Fund during the month of May, 1924, were made to beneficiaries on claims as follows:

Death Benefits

Thomas Peterson, beneficiary, death claim of Samuel Peterson, deceased, late member at large, Detroit, Mich.; cause, Chronic Pachymeningitis, Internal Hemorrhagica and General Paralysis of the Insane.....	\$800.00
Mrs. Regina Schnell, beneficiary, death claim of William Schnell, deceased, late member of Div. No. 26, Detroit, Mich.; cause, Acute Weak Heart.....	800.00
P. J. McGrath, financial secretary and treasurer of Div. No. 85, for funeral, tombstone and other expenses, death claim of Frank Heckman, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, Pulmonary Tuberculosis.....	400.00
Mrs. Luella Rupert, beneficiary, death claim of J. W. Rupert, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, Double Lobar Pneumonia.....	800.00
Mrs. Mathilda Deitrich, beneficiary, death claim of P. C. Deitrich, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, Chronic Valvular Heart Disease.....	800.00
Mrs. Margaret Fitzgerald, beneficiary, death claim of J. B. Fitzgerald, deceased, late member of Div. No. 98, Akron, Ohio; cause, Cerebral Hemorrhage.....	800.00
Grace Charlotte Greenan, beneficiary, death claim of John Greenan, deceased, late member of Div. No. 101, Vancouver, B. C.; cause, Abscess of Liver following Gangrenous Appendicitis.....	800.00
Catherine Proulx, beneficiary, death claim of Joseph A. Proulx, deceased, late member	

of Div. No. 101, Vancouver, B. C.; cause, Chronic Bright's Disease.....	450.00	Charles Larson and George M. Larson, beneficiaries, death claim of Michael Larson, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Myocarditis and Cerebral Hemorrhage.....	800.00
A. H. Crumley, financial secretary of Div. No. 103, for beneficiary, death claim of George W. Garrison, deceased, late member of Div. No. 103, Wheeling, West, Va.; cause, Dropsy.....	600.00	Mrs. May Scott, beneficiary, death claim of David W. Scott, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Cerebral Hemorrhage.....	800.00
W. D. Robbins, financial secretary of Div. No. 113, for funeral and other expenses, death claim of John Shular, deceased, late member of Div. No. 113, Toronto, Ont.; cause, Angina Pectoris.....	500.00	Mrs. Julia Eckert, beneficiary, death claim of Peter Eckert, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Chronic Endocarditis.....	150.00
Mrs. Thomas Scully, beneficiary, death claim of Thomas Scully, deceased, late member of Div. No. 113, Toronto, Ont.; cause, Apoplexy.....	800.00	Mrs. Emma Weber, beneficiary, death claim of Peter E. Weber, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Lobar Pneumonia.....	700.00
Mrs. Nora Abbey, beneficiary, death claim of John Abbey, deceased, late member of Div. No. 113, Toronto, Ont.; cause, Angina Pectoris.....	800.00	Mrs. Margaret Picotte, beneficiary, death claim of Henry Picotte, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Diabetes Mellitus and Lobar Pneumonia.....	800.00
Z. C. Davis, beneficiary, death claim of Albert Hobart Davis, deceased, late member of Div. No. 128, Asheville, N. C.; cause, Gun-shot wound of head—suicide.....	250.00	Mrs. Susanna Coatar, beneficiary, death claim of Victor Coatar, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Abscess of Tonsils and Neck, followed by Acute Pulmonary Congestion and Collapse.....	800.00
John W. Porter, financial secretary of Div. No. 174, for payment of funeral, tombstone and other expenses, death claim of John P. Franey, deceased, late member of Div. No. 174, Fall River, Mass.; cause, Pulmonary Tuberculosis.....	600.00	Mrs. Avis Baker, beneficiary, death claim of Joseph Little, deceased, late member of Div. No. 253, Quincy, Mass.; cause, Organic Heart Disease.....	800.00
Annie M. Dewar, beneficiary, death claim of Robert M. Dewar, deceased, late member of Div. No. 192, Oakland, Calif.; cause, Epithelioma of the Head and Face.....	800.00	Mrs. Marcella Gleeson, beneficiary, death claim of Francis M. Gleeson, deceased, late member of Div. No. 279, Ottawa, Ont.; cause, Abscess of Lung.....	800.00
Besse M. Stone, guardian of minor children, beneficiaries, balance due on death claim of Chester J. Clark, deceased, late member of Div. No. 192, Oakland, Calif.; cause, Gun-shot wound of head—murdered.....	552.75	Mrs. J. W. Fleischman, beneficiary, death claim of J. W. Fleischman, deceased, late member of Div. No. 282, Rochester, N. Y.; cause, Pernicious Anaemia.....	800.00
Mrs. Elizabeth I. McKay, beneficiary, death claim of Isaac McKay, deceased, late member of Div. No. 194, New Orleans, La.; cause, Cerebral Apoplexy.....	800.00	Walter F. Norton, financial secretary of Div. No. 282, for funeral expenses, death claim of Herman Geisson, deceased, late member of Div. No. 282, Rochester, N. Y.; cause, Carcinoma of Stomach and Esophagus.....	275.00
Mary P. Nessin, beneficiary, death claim of Peter P. Nessin, deceased, late member of Div. No. 194, New Orleans, La.; cause, Myocarditis.....	250.00	Georgiana Hankins, beneficiary, death claim of Edward Hankins, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Cerebral Apoplexy.....	200.00
Isom Harris, beneficiary, death claim of Ned Harris, deceased, late member of Div. No. 194, New Orleans, La.; cause, Septicemia Pneumonia.....	150.00	Mrs. Jennie Goulding, beneficiary, death claim of Fred W. Goulding, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Aortic and Mitral Insufficiency.....	800.00
Mrs. Anna A. Anton, beneficiary, death claim of A. Anton, deceased, late member of Div. No. 194, New Orleans, La.; cause, Cirrhosis of Liver.....	800.00	Wm. S. McClenathan, secretary-treasurer of Div. No. 308, for beneficiaries, death claim of Amelia Walsh, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Angina Pectoris.....	800.00
Lillian Lorenzen, beneficiary, death claim of Carl Julius Lorenzen, deceased, late member of Div. No. 238, Lynn, Mass.; cause, Cancer of Rectum.....	800.00	Mrs. Hattie May Fitch, beneficiary, death claim of Charles G. Fitch, deceased, late member of Div. No. 425, Hartford, Conn.; cause, Tuberculosis of Bladder and Cerebral Hemorrhage.....	100.00
Miss Isabelle G. Lathrop, beneficiary, death claim of Scott Lathrop, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Myocarditis.....	800.00	Mrs. Clara O'Connor, beneficiary, death claim of John H. O'Connor, deceased, late member of Div. No. 425, Hartford, Conn.; cause, Lobar Pneumonia.....	800.00
Mrs. Anna Anderson, beneficiary, death claim of Carl A. Anderson, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Cirrhosis of the Liver.....	250.00	Freda Prater, beneficiary, death claim of Walter Prater, deceased, late member of Div. No. 441, Des Moines, Iowa; cause, Toxemia (poison), resulting from Tubercular abscesses.....	800.00
Mrs. Delia Lonergan, beneficiary, death claim of Maurice Lonergan, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Chronic Interstitial Nephritis.....	800.00	Mary Cartter, beneficiary, death claim of David J. Cartter, deceased, late member of Div. No. 448, Springfield, Mass.; cause, Multiple Sclerosis.....	800.00
Mrs. Margaret Donahue, beneficiary, death claim of John Donahue, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Primary Pernicious Anemia.....	800.00	Daniel Hanley, financial secretary and treasurer of Div. No. 518, for funeral, tombstone and other expenses, death claim of John M. Spillane, deceased, late member of Div. No. 518, San Francisco, Calif.; cause, Tuberculosis of the Lungs.....	386.80
Mrs. Katherine Kirch, beneficiary, death claim of Byron Kirch, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Apoplexy.....	800.00	Thomas F. Berube, financial secretary and treasurer of Div. No. 570, for beneficiary, death claim of Ernest Stubbs, deceased, late member of Div. No. 570, Waterbury, Conn.; cause, Cardio Vascular Renal Disease.....	800.00
Anthony C. Maugsems, executor of will of deceased, for the beneficiaries, death claim of Toney Genoske, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Chronic Nephritis and Cirrhosis of Liver.....	800.00	Margaret Davern, beneficiary, death claim of Edward Davern, deceased, late member of Div. No. 580, Syracuse, N. Y.; cause, Mitral Insufficiency.....	800.00
Mrs. Albertine Beilfuss, beneficiary, death claim of Albert A. Beilfuss, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Chronic Myocarditis.....	400.00	Anna Dawson, beneficiary, death claim of L. H. Dawson, deceased, late member of Div. No. 582, Utica, N. Y.; cause, Lobar Pneumonia.....	800.00
Mrs. Marie Ferrari, beneficiary, death claim of Joseph Hausser, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Arterio Sclerosis.....	800.00	Percy Langley, financial secretary and treasurer of Div. No. 583, for beneficiary, death	

claim of Thomas Hayden, deceased, late member of Div. No. 583, Calgary, Alberta; cause, Cardiac Failure and Arterio Sclerosis.	250.00
Charlotte E. Jackson, executrix of will of deceased for beneficiaries, death claim of William H. Buchanan, deceased, late member of Div. No. 589, Boston, Mass.; cause, Carcinoma of lower lip.	800.00
Delia B. White, beneficiary, death claim of William J. White, deceased, late member of Div. No. 589, Boston, Mass.; cause, Cerebral Hemorrhage.	800.00
Mrs. Owen Ward, beneficiary, death claim of Owen Ward, deceased, late member of Div. No. 589, Boston, Mass.; cause, Lobar Pneumonia.	800.00
Mrs. Marion Cosgrove, beneficiary, death claim of James W. Cosgrove, deceased, late member of Div. No. 589, Boston, Mass.; cause, Pernicious Anaemia.	800.00
Mrs. Mary Landers, beneficiary, death claim of Martin J. Landers, deceased, late member of Div. No. 589, Boston, Mass.; cause, Strepto-Coccus Septicemia following operation.	800.00
Agnes McKenna, beneficiary, death claim of Thomas McKenna, deceased, late member of Div. No. 589, Boston, Mass.; cause, Arterio Sclerosis—Hypertension.	800.00
Elsie M. Buxton, beneficiary, death claim of Frank L. Buxton, deceased, late member of Div. No. 589, Boston, Mass.; cause, Acute Cardiac Dilatation.	700.00
Charles W. Hawkes, administrator of estate of deceased, for beneficiaries, death claim of William C. Hawkes, deceased, late member of Div. No. 589, Boston, Mass.; cause, Angina Pectoris.	800.00
Jarv E. Mattie, beneficiary, death claim of Edward Mattie, deceased, late member of Div. No. 589, Boston, Mass.; cause, Arterio Sclerosis.	700.00
Mrs. Mary Cushing, beneficiary, death claim of Patrick Cushing, deceased, late member of Div. No. 589, Boston, Mass.; cause, Lobar Pneumonia followed by Pulmonary Oedema.	800.00
Mrs. Lettie Miller, beneficiary, death claim of Major Miller, deceased, late member of Div. No. 589, Boston, Mass.; cause, Lobar Pneumonia.	700.00
Eda L. Vial, beneficiary, death claim of William C. Vial, deceased, late member of Div. No. 618, Providence, R. I.; cause, Chronic Interstitial Nephritis.	600.00
Onetta Zompa, beneficiary, death claim of Joseph Zompa, deceased, late member of Div. No. 618, Providence, R. I.; cause, Chronic Nephritis.	800.00
Mrs. John J. Delaney, beneficiary, death claim of John J. Delaney, deceased, late member of Div. No. 623, Buffalo, N. Y.; cause, Cancer of Kidney.	800.00
Mrs. George Renz, beneficiary, death claim of George Renz, deceased, late member of Div. No. 623, Buffalo, N. Y.; cause, Cerebral Hemorrhage.	800.00
Mrs. Emma Whitaker, beneficiary, death claim of Joel C. Whitaker, deceased, late member of Div. No. 627, Cincinnati, Ohio; cause, Organic Valvular Disease of the Heart.	500.00
Mrs. Edith Binghamon, beneficiary, death claim of B. (Burt) Binghamon, deceased, late member of Div. No. 627, Cincinnati, Ohio; cause, Acute Mitral Insufficiency.	800.00
be L. Spradling, financial secretary and treasurer of Div. No. 627, for funeral, tombstone, doctor, and other expenses, death claim of John Murphy, deceased, late member of Div. No. 627, Cincinnati, Ohio; cause, Mitral Insufficiency.	650.05
Mrs. Etta Ostendorf, beneficiary, death claim of O. (Otto) Ostendorf, deceased, late member of Div. No. 627, Cincinnati, Ohio; cause, Lobar Pneumonia.	800.00
Mrs. Margaret Cosgrove, beneficiary, death claim of Thomas Cosgrove, deceased, late member of Div. No. 627, Cincinnati, Ohio; cause, Acute Articular Rheumatism and Acute Nephritis.	800.00
Mrs. Anna Glover, beneficiary, death claim of William T. Glover, deceased, late member of Div. No. 628, Covington, Ky.; cause, Acute Dilatation from Valvular Lesion.	800.00
Anna L. Campion, beneficiary, death claim of John H. Campion, deceased, late member of Div. No. 641, Shamokin, Pa.; cause, Acute Dilatation of the Heart.	500.
C. C. Ferguson, financial secretary and treasurer of Div. No. 694, for beneficiary, death claim of W. W. Burt, deceased, late member of Div. No. 694, San Antonio, Texas; cause, General Tuberculosis.	600.00
Anna E. Coffin, beneficiary, death claim of Uhlman A. Coffin, deceased, late member of Div. No. 714, Portland, Maine; cause, Convulsions and Heart Failure from pressure of Brain Tumor.	700.00
Mrs. Sofia Fisher Smith, beneficiary, death claim of Henri Clark Smith, deceased, late member of Div. No. 737, Syracuse, N. Y.; cause, Acute Dilatation of Heart and Acute Oedema of Lungs.	200.00
Bridget Manion, beneficiary, death claim of Thomas Manion, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Pneumonia.	350.00
Hattie Meyers, beneficiary, death claim of Joseph R. Meyers, deceased, late member of Div. No. 801, Altoona, Pa.; cause, Cerebral Abscess.	150.
Mrs. Mary Malley, beneficiary, death claim of James Malley, deceased, late member of Div. No. 819, Newark, N. J.; cause, Influenza Pneumonia complicated by Meningitis.	400.00
Annie Byrne, beneficiary, death claim of John Byrne, deceased, late member of Div. No. 821, Jersey City, N. J.; cause, Chronic Nephritis.	500.
Grace Bennett, beneficiary, death claim of John Bennett, deceased, late member of Div. No. 823, Elizabeth, N. J.; cause, Lobar Pneumonia.	500
Mrs. Bessie Jones, beneficiary, death claim of Earl E. Jones, deceased, late member of Div. No. 842, Wilmington, Del.; cause, Acute Nephritis.	400.00
Ella Crouse, beneficiary, death claim of Emma E. (Jerry) Crouse, deceased, late member of Div. No. 851, Springfield, Ohio; cause, Myocarditis, Mitral Insufficiency and Chronic Nephritis.	100.00
Matilda Taylor, beneficiary, death claim of Homer O. Taylor, deceased, late member of Div. No. 900, Highwood, Ill.; cause, Carcinoma of Rectum.	100.00
Mrs. Ester Herman, beneficiary, death claim of Henry Herman, deceased, late member of Div. No. 900, Highwood, Ill.; cause, Carcinoma of Prostate Gland.	100.00
Disability Benefit	
M. C. Sinkhorn, member of Div. No. 838, New Albany, Ind.; cause, Was taking his car out of barn, when stepping off car he fell and hit on his right shoulder, which resulted in loss of motion of the joint.	250.00
Old Age Benefits	
Thomas Spence, member of Div. No. 113, Toronto, Ont.	\$800.00
Joseph Friedman, member of Div. No. 241, Chicago, Ill.	800.00
Peter Gart, member of Div. No. 241, Chicago, Ill.	800.00
David O'Connell, member of Div. No. 253, Quincy, Mass.	800.00
Total	\$57,564.60

IN MEMORIAM

By Div. No. 476, Norwalk, Conn.

Whereas, our Heavenly Father in His infinite wisdom has called to his eternal home, our late brother, George Lockyer; and

Whereas, His association with us for many years endeared him to all with whom he came in contact, his removal from our midst takes from us a very dear friend, from the community, a loyal citizen, and from his widow, a loving husband; therefore, be it

Resolved, That we extend to those who be united to our deceased brother by the ties of kindred and affection, our deepest sympathy in this, their hour of affliction; and, be it further

Resolved, That the charter of Division 476 be draped for a period of thirty days as a tribute of respect to the memory of our departed brother; that a copy of these resolutions be sent to the bereaved widow; and that a copy be spread upon the records of this Division.

June 25.

HOWARD N. GODFREY,
JOHN J. DORNEY,
EDWARD BURKDAL,
Comm.



A PIONEER MEMBER OF THE AMALGAMATED ASSOCIATION. WHO IS HE?

TRIBUTE TO BILL HANEY

Atlanta, Ga.—Men, there are some lines quoted from the Sunday American of June the 8th. They were penned by one of the ablest thinkers that America has yet produced. Every true thinking American citizen would not miss the mark far to read what the Commoner (W. J. Bryan) has to say right on the eve of our great international political convention meeting.

A tip to the membership of local 732.

Men, you can find some very valuable thought that might be applied to our own little labor craft that has been feasting on crafty politics since the day Bill Haney stepped down and out as acting president of Local 732.

Men, when Bill Haney was walking the streets of Atlanta for two long years with his pick on his shoulder, drawing his one dollar per day and holding his regular meeting, every Tuesday night Bill would meet and call the roll. Men, how many of us who are here now answering to roll call answered to Bill Haney's roll call? Men, in those days it was not very pleasant or lucrative to hold down the president's job. Other men who had held the job left the bag for Bill Haney and the very few to hold.

Now, men, many of us know 732 had a hard time being born. The stork hung around for two or three long years before it saw the light of day. Then crafty politics were cutting little ice in history making for Local 732. No, at that critical moment it took only the true and tried to keep step in a feeble march when all the lines of battle had been shot to pieces.

Men, who were the few who never laid down their guns till the battle had been won, back in August, 1918?

It is some times interesting reading and easy sailing to read of famous battles and heroes that have come to the front after the war has been won. But men, is there not a vast difference in an imaginary hero and a real hero?

No, men, when Bill Haney was walking the streets of Atlanta those two years almost alone, it was not a very popular or lucrative job to hold down.

Doubtless when Bill Haney would be walking around with his pick on his shoulder and would chance pass some autocratic union labor hater, the finger of scorn would be pointed at Bill Haney: "There goes the president of Local 732, the street car men's union of Atlanta."

Men, those are the kind of presidents and officers Local 732 needs now. Now, men, let us hope our officers selected at all times may measure up to a high standard of efficiency and moral conduct that will be an honor to our craft for all time to come. Let the Ten Commandments and the Lord's Prayer be our guide. If we are fostering a just cause for the good of humanity, let's go about it in a just, God-fearing way. Let the will of the Lord be done.

J. O. MCKNIGHT

AGREEMENT REACHED

Bridgeport, Conn.—Division No. 459 held three special meetings in connection with the new wage scale and working agreement. In the May issue of the M. & C. we stated that the Company had offered an increase of one cent 1¢ per hour on one and two-man cars. This offer was turned down by a heavy majority, especially in Hartford and New Haven. Since then the Company made a new offer of an increase of 3¢ per hour on both cars. This offer was accepted by a large majority at the ballot that was taken on June 17th. The working conditions have also been ratified and good improvement has been made in various sections, particularly concerning trolley men who bid in on Buses; also concerning men absent without leave will not be dropped after expiration of ten days but will be held until their case has been investigated and will be retained in service until their record warrants discharge from the service. A slight improvement has also been made in connection with the shopmen's agreement. Regardless of how much these changes amount to, it surely shows a sign of progress.

A bid-in of runs took place June 25th and went into effect June 28. The unassigned list went strong this time as there were 23 who bid in on same. Some of the extra men bucking the list from three to four years got runs at this bid in, due to the unassigned list. Even Bill McCarthy from the Hallow's became a regular "Bill" this time. He now awaits the one o'clock train and brings the half millionnaire's home to Beardsley Park. "Hats off to big Bill." There was very little change with the old trolley men. The North Bridgeport Express was changed with new crews and few others. In one way it's better for the men and the customer not to get changed around too often. We must admit it's hard for a new man on a new run until he gets familiar with the line and its customers. As a matter of fact, every motorman and conductor has his own way of serving the public. Some believe in giving regulation service, where others go to extreme in accommodations. This you will best notice when you get on some line where the customers want house to house service and other favors. If you don't do this you will be classed as a "Crank" because Mr. Smith, Jones and Tom Harry, always do these slight favors.

Well boys, it's up to us to use our best judgment. No man can of course directly perform his duty according to a book. However, there is a limit to accommodations, too. To be a good Trolley man, it means also to be a good mediator between the Company and the riding public. Is it not so?

—F. C.

BUS LINE COMPETITION A COMPLAINT

Wichita, Kan.—A bus line question has arisen here. It will probably be settled soon. The bus line too closely parallels the street car line.

Brother Ab. Shields will soon build a water tank on his 40-acre farm. Duck raising has suggested itself to him, as well as, the pigeon industry.

Brother J. H. Denney is now on a 90-days vacation. Much of it he is spending in Oklahoma.

Brother Frank Grable, while recently learning to drive his new Essex, in some way lost control of the gear while near an embankment and the car made a 20-foot leap but fortunately landed right side up and as singular as it may seem, met with no damage. And Brother Grable escaped without injury, aside from serious nerve shock.

Brother E. C. Drake, sick for several weeks is now rapidly recovering.

Inspector A. O. Magann has left for a trip to the Ozark Mountains. He will climb through with his car. He claims fish and fruit are abundant in Arkansas.

—794

REMEMBER THE DAY

Mobile, Ala.—Division No. 770 holds meetings the second Thursday of each month—two sessions, morning at 8:30 and evening at 7:30. Don't forget the hours of the meeting sessions, or the meeting date. It is easily remembered—the second Thursday of each month.

Since Brother Ben S. Gibson got married he has a decided inclination to fondle all the babies on his line. He is taking lessons.

Brother W. J. Gardner, while riding a bicycle on Conti St. was run into by an auto and badly hurt. Two bones were broken in his left hand.

Brother Lee Stacy has bought a new Ford. He drove it six times around the block to become familiar with it.

Brother Lawrence Williams bought a Ford and while out riding with it forgot how to stop it. He continued to holler "Whoa," but the machine was disobedient. It didn't stop until it ran out of gasoline.

Brother B. F. James is in love with a young lady, but he is so ticklish that the lady on Marine street seems unable to get very close to him. She knows he is bashful. We know he loves her.

Brother H. H. Lawrence will bring a resolution before the next meeting of our Local, providing to exchange Ford cars, the same as they change caps and uniforms. Brother Snyder is hopeful that the resolution will pass, that he may get many free rides in the way of demonstrating.

Members absent from the meetings will make their excuses to Brothers P. J. Prime, C. M. Dixon and C. C. Stokes.

To make yourself secure in benefits comply with the law. Pay your dues on time. Watch the bulletin board at the car barn. Both the Local and Company boards will have items for your interest.

Brothers John Irvin and W. J. White are studying Gullivar's Travels. They mean to be 100 per cent.

Brother John Irvin is champion tomato raiser of Mobile County. Brother White says he throws away all tomatoes that sift through an automobile tire. Brother White would save all those that would not go through the hole in a fried cake.

—GULF CITY-770.

A GOOD WORD FOR GOOD WORK

Fort Smith, Ark.—Division No. 674 is holding meetings with fairly good attendance. There are some of the members who from lack of attendance, seemed not very interested in meetings.

Brother H. T. Woodward has just gotten his new teeth and is experiencing difficulty in using them.

Brother Ed. Jacob is in the hospital. He was operated upon some time since and later it was required to reopen the incision on account of healing on the outside first.

Brother Jno. Daily, one of our inspectors has recently purchased a four-door Ford Sedan. He is enjoying the scenery around Fort Smith.

Superintendent Kelly has returned from points in Oklahoma.

We have a boom on now with the Oklahoma Gas & Electric Company. An effort is being made to sell stock to the employees of the Local Traction Company.

The city is planning to widen North 11th St., traversed by the interurban line to Van Buren. It will be a great improvement as there are double tracks all the way and much automobile traffic on the street, making it dangerous at times.

Our night foreman at the car barns has been put on day duty for a period of thirty days.

Manager Coffee has posted a bulletin complimenting the boys on their work during several rain and electrical storms, which recently swept our city. During one of these storms, part of the power house was blown down and the boys stayed with their cars until about 5 o'clock, when service was restored.

Brothers Trailora and Coleman again recently moved.

—674.

MEANS LONGER LIFE

Holyoke, Mass.—Things are going along very good with Division 537. The only exception I can note is that some of our members want to work 18 hours a day instead of nine. Brothers, let's live and work together. We will get more and all will be well. Think this over. The shorter workday means less unemployment. It means longer life and more of life.

Brother Michael Shea, one of our popular motormen, is on the police force. Mike is making the "wets" step some.

Brother Frank Shea will represent Division 537 at the Mass. State Federation of Labor Convention at Boston, beginning August 4.

Brother John O'Neil is on the job again after battling LaGrippe for about a month.

Brother Ed. Curson is taking many trips across the river. It begins to look bright, but don't fall in.

Brother Jerry T. Sullivan has thrown his hat in the ring. He is a candidate for representative of the 11th State Legislative District. Our members will stand behind Jerry, as he is the goods. Not only that, but we should see that the entire labor movement gets behind him.

Brothers should attend the meetings better. They would know better where their good money is spent. Stay at homes should get out once a month, at least. Our meetings are the second and fourth Thursday nights. Come early and go home early.

Let us look on the bright side now. The award of Division No. 448, Springfield, has been handed down and it has awarded the Springfield boys the 8-hour day. I hope to see us in line some day. Let's work together and we will get somewhere later. Of course it takes time. But we should reach for the 8-hour day.

I hope to see Division 537 one hundred per cent strong again. We have a few who do not wear the union button. Ask them why. It will help to bring them around.

Again, take notice. Brother Eli Lavigne has a coupe, now. It looks like a good time, boys, some day. Step out down the river.

—WIDE AWAKE.

OBTAIN THREE CENTS INCREASE

New Haven, Conn.—After four weeks of conferences and controversies with our company, the company has finally signed a renewal of agreement for another year. At first the company refused to grant any increase in wage rates but later made an offer of one cent per hour. This was rejected by the men on a referendum vote. Making a shrewd guess the company then told our delegates that they would grant the men 3 cents per hour on condition that the delegates received authority from the men to sign up. This authority was granted in another referendum and the agreement carries with it an increase of 3 cents per hour. This makes our present scale, 53 cents per hour for the first 3 months service; 56 cents for the next 9 months; after one year, 60 cents per hour, with 67 cents per hour on one-man cars.

A new clause was inserted in respect to working conditions, giving trolley men preference in running busses on the company's lines. The provision is that after six months trial, the trolley men will have the right to choose between trolleys and busses.

Our starters are endeavoring to get one day off in ten. They are willing to have their yearly vacation cut down. Continuous work, they think, makes a job monotonous.

We invited Charley Squires, the boy with a good understanding, to play ball on the trolley men's team in the game against the policemen. No wonder the team disbanded after that game.

The attendance at the past two meetings has been gratifying. Our officers were well pleased. It is our attendance that gives the union life. Union means, "brother, you and I."

—281.

WILL PARTICIPATE IN LABOR DAY EXERCISES

Sioux City, Iowa.—Division No. 779 has concluded to take part in the Labor Day Parade this year. Let every man with whom it is possible join in that parade.

Our arbitrators will soon meet. We hope to get our disputes settled some way soon.

Boys, tell Brother Larmer that you do not like Hanford's ice cream.

Our members who stay away from meetings surely do miss some good talks. They also miss participating in the meetings. Why not attend? It is your business institution.

Brother Dave Keyser, including Baby Lincoln, recently toured Northern Nebraska and Southern South Dakota. They stopped at Brandt Lake long enough to catch a few hundred fish, even though it rained for 48 hours continuously and they got wet.

Brother Ed. Weidert is again on the job after four weeks time recovering from the result of an accident.

Brother Hans Peterson is on the sick list.

Brother Fred Smith forwarded money for his dues and expects to return soon.

—799.

DANCE A SUCCESS

St. Louis, Mo.—Division No. 788 is enjoying well attended meetings and obligating large classes of applicants. We are also caring for the other features of business of the Local. Our boys seem to like to get together and talk things over.

Our lotto and dance held May 17 was a success. Our picnic will be held August 2. Every member at the last meeting pledged himself to take part and make it a big day. It will be held at Forest Park Highlands. An entrance fee of 15 cents will be charged. Books holding ten tickets have been distributed to those who would take them to sell. These books will sell for \$1.50. The salesmen will receive 50 cents and the Local \$1. This makes it an individual object in selling the tickets. Come on brothers, and let's go to the picnic. There will be games and many prizes. An attendance prize of a fine auto will be given and there will be present prominent speakers. A general good time is outlined.

Several cars have been taken out of service here, which places many men back on the extra list and makes things a little blue. We are talking a six day week. This would even things up better and care for those who are forced back on the list.

Brother O. C. Tucker was operated upon for appendicitis at the St. John's Hospital. Don't forget to visit him or anyone else who may be in the hospital, or off sick. There is where you can show your brotherly love.

Brother Fred Hoepner was called to his home in Milwaukee on account of the recent death of his mother. He has the sympathy of our entire membership.

Brother Sylvester Kiger fell unconscious at his post of duty June 20 and did not regain consciousness. His death took from us a devoted member. The Doctor gave as the cause of his sudden death kidney trouble. His remains were buried at Flat River, Mo. He leaves a young widow and many relatives, who have our deepest sympathy.

South Broadway feels sure of having won the highest praise in the safety first contest.

—788.

INSPIRATION

Ottawa, Ont.—Members of Division 279 were greatly pleased with the inspiring address delivered by G. E. B. Member P. J. Shea on his recent visit to Ottawa. Some of our members were so greatly impressed with the speaker that they visited the Hull Local on the following night, to hear him speak again. Brother Shea outlined the work of the International Trades Union Movement in general, in a very able manner, and the benefit the workers derived therefrom, through being organized. Let us hope Brother Shea will return in the near future, for he sure has got some of our members thinking and working.

I noticed a good number of our members attending the Evangelistic Campaign which was held in the city recently, but I did not notice very many go up to be converted. If they only attended the campaign to hear a good speaker, where were they when Brother Shea spoke to our Local?

Why do some of our past officers refuse to speak to some of the newly elects?

Is it cheaper to buy a new flower every day, or a union button once a month?

I heard Brother McQuarrie ask a friend of his, if he was using his white horse on the 12th of July. I have never known Bill to ride since he left the mounties.

Treasurer Rod. Plank, of the trades and labour council gave a very interesting address and told our delegates where they can spend a pleasant evening once a month.

Members who make it a habit of moving every year, kindly leave your new address with Financial Secretary Arty. Robinson, so he can prepare a new mailing list for the MOTORMAN AND CONDUCTOR.

Brother Ward has gone on a fishing trip. No, he left his Ford at home. He walked.

I hope you have all read the article which appeared in the O. E. R. Bulletin where the editor states that for many years past, our affairs have been aired annually before a Board of Conciliation. A lot of valuable time has been lost and considerable expense incurred by both parties to no purpose. The methods of adjusting these matters which were used this year with such good results, have always been available.

Some of our members are well pleased with our committee, and the way they carried out negotiations this year. We also have a few, who like to spend a lot of time and money, and get little or nothing in return.

The coolest place in town during the summer months is the Orange Hall every second and fourth Tuesday of each month.

—FRUIT.

SELF PROTECTION

Seattle, Wash.—No man can conscientiously object to the wages and working conditions obtained by organized labor, but certain men do object to paying dues to help get these conditions. Nothing should be done to deprive them of their right to move onward and upward in our civilization. Such human species are not mentally answerable to their established usage of their fellow workers who, put in sleepless nights and tiring days securing more food for them. This Local is again going to use every effort at its command in trying to secure better wages and working conditions for the members. I am sure that the element out of the union will be stimulated when such news reaches their organs of hearing. Employees that are not members of any organization always make it a point to secure the outgoing wage scale before asking for any increase. They will not be accused of undermining their fellow workers. They have in mind their own welfare at the expense of the organized.

During the early history of the railway game we took the job and asked no questions. We wanted long hours of toil so we could exist bodily and languish mentally. In the final analysis it came to us that the few parasites permitted to live at our expense were beyond recover. It is a chosen fact that God takes care of the children in the United States and to maintain our own self-respect we will have to tolerate the few inmates left.

The worst squealers are the members who do not attend their meetings. They depend on the other fellow to do for them what they should do for themselves. They shouldn't allow themselves to be deluded too much. They should attend meetings. Don't refuse what your union men have secured for you, for it would look ridiculous. Protect yourself and take all you can get without helping in any way. That applies to the non-union man.

Some others join the union about twice each year. They have the germ of unionism within them. But they should be in the organization the entire year and show that they are in it by attending its meetings regularly. Do not assume that staying away from meetings is self-protection, any more than the non-union man should assume that staying out of the union is self-protection.

—COR.-587.

ELECT NEW OFFICERS

Kingston, N. Y.—Division No. 953 held a regular meeting June 3 at which officers were elected for the six months period ending with December 31. The officers elected were: President, John Dawe; vice-president, John Winchell; recording secretary, Ed. McDonough; financial secretary-treasurer, J. J. Feeney; correspondent, A. M. DeGraff; executive board members, J. J. Feeney, John Winchell, Peter Carey and Stanley Lefert; Central federation of labor delegates, Frank Boyle and J. J. Feeney.

The Local wishes to thank the old officers for the good work they did during the preceding term.

August 5 we will have a regular meeting and expect every member to turn out. Show your good will towards the newly elected officers, boys.

Brother Jack Dawe is putting up a new garage.

Brother S. Lefert has moved into his new home.

We see that Brother and Mrs. Dave Brown and some of their friends enjoyed luncheon at the Leferty residence.

Brother John Winchell had better watch out, as this is Leap Year.

Brother Ed. McDonough is receiving congratulations on the arrival of a new daughter.

Brothers Brown, Carney, DuBois and Weel attended the Firemen's Convention at Hudson, N. Y. recently.

Car No. 30 dropped a motor case on the Col. Division and Brothers Feeney and Butler were badly hurt. Brother Feeney is again out but Brother Butler has not yet reported for work.

—A. M. D.

FARE BOOST GRANTED UNFAIR COMPANY

Indianapolis, Ind.—Again local No. 645 appears, that members of the Association may know the Charter still remains in the city where the Association was founded. While we are not an active local, it is because we regarded our honor and obligation worth more than the job as it was. We were locked out because we refused to sign the master and servant contract. We still believe in collective bargaining. May the locals through the country prosper is our wish.

The Utility Commission granted the company a 7¢ cash fare, or 4 tickets for 25¢ and a penny for transfer. The company was very anxious to tell the Commission the dividends had failed in the last twelve years, but do not give reasons why they have been so unkind to some who would not do the double crossing.

Brother Joseph M. Clements, better known as Dock, is improving from a stroke of paralysis. Brother Chas. H. Coval is able to be out again. Brothers Fred J. Weber and Harry H. Ramsey are holding their own, but not able to do any work.

The members failing to attend our meetings are missing a good time. Last meeting was well attended and held at Brother Clements.

One day George said, while on the farm,
"For me the City has a charm,
It's noise and bustle, toil and strife
Appeals to me, for such is life.

"To see the men and women, too,
Crowding the streets and avenue."
And so George said, he said, said he,
"The noisy City is the place for me."

"I'll go to the City and if I can
Will get a place as a motorman."
And so, to the farm he bade adieu,
And settled on Keystone Avenue.

He hits the "Owl" car in the night
Gets to the barn before day light,
He must be early, to get his pay,
Working some fifteen hours a day.

He's out of the barn and on his way,
And all before the break of day,
For George was never known to fail,
To take his car safe o'er the rail.

For many years, sunshine or rain
He's into the barn and out again;
He's in and out, He's out and in
Life's a struggle, but he will win.

He's used to the little jolts and jar
Caused by the speed of the moving car,
He's here a moment and then he's gone,
Letting the people get off and on.

He lives in the City, there's much to see
He gets discouraged, but so do we.
He see's both men and women too,
He see's the streets and avenue.

Fairly contented he seemed to be.
As much dear reader, as you or me.
You go to the City and you will spy
George and his car still rushing by.

If Death should come, as sometimes does
Amidst the noise and chatter and buzz.
We will say to George, "O. K. well done."
But you are nearing the end of your run."
—645.

OBTAIN SATISFACTORY SETTLEMENT

Marion, Ill.—General Executive Board Member Alex McGuire was with us and assisted the officers of Division 293 in our recent wage adjustment, which turned out very satisfactory. Of course the one-man car that is running between Cartersville and Herrin is an objection but we hope business will develop to warrant putting another man on that car. Brothers Ernest Long and Jersey Crane are operating the one-man car in alternate turns.

Brothers Ed. Nickell and Frank Burns bumped in on the freight run recently. August 1 everybody bumps again, as there will be a new pick of runs.

Brother Parley Hill is confined to his home with a bad case of Typhoid Fever but is improving and we hope he will soon again be with us. His run is being held by Brother Ed. Ferguson.

The Grim Reaper recently took the father of

Brother Wright. He has the sympathy of all of Division 293 in his loss.

There is some talk of more mines starting up here, which will make more business for the railroads.

Brother Chas. Bowman and family are on a touring trip for thirty days. Brother Harry Vinson is holding his run.

—COR. 293.

DETROIT DIGEST

Division No. 26 is moving along with her usual calm, and the unusual situation of being in the courts relative to recognition, or the right of employees who are members of the union to serve as representatives of the platform men on the municipally owned and operated lines of Detroit. This situation was in the state of conferences, looking to a settlement between the Association and Acting Mayor of Detroit, but vacations of attorneys and the work of International President W. D. Mahon and Int. Vice-President Wm. B. Fitzgerald that called them from the city, makes this situation pending. Appeal has been taken to the Supreme Court of Michigan, but it is not likely that a hearing before that court will change the recent decision of Judge Richter, which was in favor of the employees.

The D. U. R. Branch of Division No. 26, jointly with other Locals, the members of which are employed on the D. U. R. Line, have renewed the old agreement with the employing company, retaining the 66 cents per hour wage rate, with time and one-fourth for overtime, time and one-half for overtime on Sundays and Holidays, and free transportation.

The D. U. R. employees organized in Divisions 111, Ypsilanti; 90, Port Huron; and the Detroit Branch of Division 26, are about to hold an election for Business Agent. Nominations have been made.

The recent boat excursion given by Division No. 26, proved to be a success in the numbers in attendance. The excursion was from Detroit to Tashmo Park, where exercises and games were indulged in, including a base ball game between the Sherman and Jefferson Clubs. It was a spirited contest, the Sherman Club winning by a score of 6 to 5.

President H. A. Meeker is remodeling one of his houses, which has taken him from his work on the line, for a few days.

—SCRIBE.

INSTALL NEWLY ELECTED OFFICERS

York, Pa.—The sixth election of officers by Division 858 was held at the June meetings. A good attendance marked the meetings. Our meetings are held the first and second Mondays of each month.

At our election meetings we gave a banquet where the boys enjoyed sandwiches, coffee and cigars. Several candidates at the election were defeated by only one vote, showing the intense interest that marked the election.

Our meetings in July were also well attended, at the first of which our new officers were installed. The officers installed were as follows: President, James B. Hess; first vice-president, Phares Little; second vice-president, Clyde Cosgrove; financial secretary-treasurer, Paul Rauhauser; recording secretary, Jesse Hoover; assistant financial secretary-recording secretary, Chas. Reese; conductor, Albert Mease; warden, Chas. Hoffman; trustees, Emanuel Stover, Wm. Detwiler; Phares Little; Executive board, Whinna Whay, Chas. Hoffman, Austin Buckingham, Albert Mease.

The officers elected are what we believe to be high-grade men, who will fill their positions efficiently. Our president is a faithful union man and good adviser, and Vice-President Little has served the Local as trustee. Brother Rauhauser was elected for his third term, without opposition, which speaks well of him. Brother Hoover, our Recording Secretary, was re-elected by one majority. His opponent was Brother B. Frank Bentzel, a popular member. But Brother Hoover is well known and fills the job well. Brother Detwiler was re-elected to the Executive Board for his fourth term.

The officers and regular attendants appreciated the large meetings that marked the election and installation of officers. Let's keep them up. It will put life into the meetings and make for a better organization.

—COR. 858.

Air castles must have foundations—in you; or they never become realities.—Forbes Magazine (N. Y.).

MALICIOUS MISREPRESENTATION

When Detroit acquired the city street railways to municipally own and operate, the street railway men of Detroit were organized in what is known as Division No. 26, of the Amalgamated Association. In fact, the Detroit city street railway men were one of the principal inceptors of the Amalgamated Association. At the time of the institution of the Amalgamated Association, the street railway men of Detroit were organized in a Federal Union affiliated with the American Federation of Labor. The Detroit Federal Union was the largest union represented at the convention in Indianapolis in 1892, that entered into the formation of the Amalgamated Association. The organization comprised some 700 or 800 members. From then on, it became the hub around which the Amalgamated Association grew, and remains today an important unit of the International Organization.

When Detroit took over the street railway lines an antagonism against the union existed within the city administration. The only sympathetic strain of encouragement of municipal ownership the city administration received from union-smashing employers was in line with the antagonism of the street railway men's union. Generally, it was predicted that Detroit's municipal ownership and operation program would prove a failure. That was impossible, as the system was well developed and was well known to be beyond the possibility of destruction by even an inefficient management. Receipts of the property upon a five cents fare basis aggregated approximately 18 million dollars and the expense of operation was less than 12 million dollars, yielding six millions for up-keep and profits. Of course, in acquiring this property the city took it over under conditions requiring the payment of some One and one-half Million Dollars in interest. But this left a substantial nucleus for improvement and extension and afforded a broad financial ground upon which for inexperience and inefficiency in management to proselyte or experiment. Yet union-smashing managers of employing capital predicted failure, were hopeful of failure, and left no encouragement other than stimulus to the endeavor to destroy the street railway men's union.

Division No. 26 was well fortified by the persistency and mutual loyalty of the members, many of whom were long in their activities in the trade union movement and too strongly confirmed as unionists to yield to the destructive machinations of the employing management. The present general manager became secretary of the street railway commission and immediately Assistant General Manager, later succeeding in activities to the position of General Manager upon the death of Mr. Goodwin, a practical Eastern Street Railway man, who had been installed in charge of the property.

In acquiring the property the city took over sub-officials of the Detroit United Railway, upon whom the actual operation

management has depended. Whatever success in operation of the system is due to the management, is really due to those under officials taken over from the D. U. R.

Under the direction of former Mayor James Couzens, and through the intervention of Judge E. J. Jeffries, of the Detroit Municipal Court, an agreement was finally consummated, but of an open shop nature, which, for a time, lulled the passions of the Commission, and managements of non-union employing industries of Detroit to destroy the union. Following this agreement Mayor Couzens became U. S. Senator and was succeeded for a time by a Mayor who had no venom for organized labor. However, he continued the Street Railway Commission personnel through which the previous endeavor to destroy the union was pursued. Through sickness this mayor's service was discontinued, to be succeeded by the present mayor, under whose administration Mr. Schram, the secretary of the Street Railway Commission and assistant general manager has been installed as general manager in fact.

The platform employees, whose representatives, were the officers of Division 26, directed their representatives to apply for an increase in wage rates and a modification of schedules—changes in the agreement. The time was opportune for the Detroit Non-Union Employers' Association to again set up the opposition to the organization of the Detroit Street Railway Men, and the management, conforming to the policy of this element that was opposed in principle to municipal ownership, repudiated the agreement with the street railway men and refused to further deal with its employees who might be members of that organization. Mr. Schram gave out various statements reflecting upon International President W. D. Mahon, as being one opposed to municipal ownership. This statement was brazenly flaunted by the Detroit News, when as a matter of fact, Int. President W. D. Mahon was the original sponsor of municipal ownership in Detroit, and was the real father of the municipal ownership committee of 100 that effectually worked in the interest of municipal ownership. He was also upon the original board of commissioners that was created immediately after the adoption of the municipal ownership chapter of the City Charter. Mr. Schram knew these facts as also did the Detroit News. Nevertheless the endeavor was put forth to embitter the public with the misleading statement that the International President of the Amalgamated Association was opposed to municipal ownership.

In preparing the assault upon the organization of the Detroit street railway employees, Mr. Schram consulted the open shop employers' organizations, attended their meetings and followed their instructions, regardless of the fact that they are bitter opponents of municipal ownership, and would be pleased to see Detroit's experiment fail.

Now we find as a further encouragement of his non-unionism a page in the Electric

Railway Journal devoted to exploiting him as a wonderful manager of street railway properties. Heretofore the Electric Railway Journal has taken pleasure in publishing statements to discourage confidence in municipal operation of the Detroit street railways. It pays a compliment to Mr. Schram in language as follows:

"It has often been said that the occasion produces the man. This has certainly been true in the Detroit case. In a way, Mr. Schram has hurtled into one responsibility after another. The advisability or inadvisability of municipal ownership, entirely aside from the question, Mr. Schram's record of accomplishments appears destined to stand the test of time. And after all is said and done there lies the criterion of greatness. * * * It is well to consider just what that means. It means the direction of 378 miles of city railway, with nearly 1,500 cars, a big responsibility for a man only 36 years old. Operating first on a five cents fare, and later on a six cents fare, the municipal system has maintained itself and met all payments on the Detroit United Railway purchase price, approximately 25 per cent of which is now paid off. It is true that Mr. Schram has been aided in the work at Detroit by some of the best engineering and management talent in the country, but, after all, the credit of accomplishment is largely his. Mr. Schram was born in Battle Creek, Michigan, in September, 1888. * * *

What is the meaning of this eulogy? Mr. Schram's greatest endeavor is being, and has been put forth in his attempt to destroy Division No. 26 of the Amalgamated Association of Street and Electric Railway Employees of America. He has been inspired by the Employers' Association, or the union-smashing element of it, and his endeavor has the whole-hearted sympathy of private electric railway corporation managements—that element of it who for years have sought to obstruct the progress, and if possible, destroy the Amalgamated Association. It doesn't matter that Mr. Schram, a Canadian by birth is alleged to have been born in Battle Creek, only that in his antagonism of the Association he referred to outside influences, and those who are extolling would much prefer that the people should believe that he is himself not an "outsider" but from birth a real, 100 per cent United States citizen. There is no reflection on Mr. Schram from the fact that he is of Canadian birth. It is only to disclose the purpose of mis-leading statements. He would not be regarded by the Amalgamated Association as being an outsider, even though the statement published credited him with being a Canadian. It is true that he worked on a newspaper in Battle Creek, a paper that paralleled the Los Angeles Times in its antagonism of organized labor. There is little doubt that Mr. Schram obtained his schooling along the lines of antipathy to organized labor, wholly within the state of Michigan.

The credit for the success in the operation of the M. O. Lines of Detroit rests with the

experienced railway men and not so much with the inexperienced higher officials, or Street Railway Commission.

Another feature of the cause of the success, is not that the Commission and management has encouraged a competing privately owned and operated auto bus system, but that the Detroit street railway system is a profitable going concern, regardless of the competitive competition so encouraged.

Is this eulogy of Mr. Schram a type of encouragement of confidence in what may be read in The Electric Railway Journal?

Mr. Schram doesn't stand alone as a union smasher. Neither was the union smashing idea original with him, any more than with managements of other union antagonizing employing concerns. He is not the first instrument, nor the only instrument used in the profligate endeavor to destroy unionism. The spirit of self-serving is strong with those of that incentive. Selfishness is an attribute serious to overcome, and it blinds duties to others in life. It tends to obscure the purpose of life. Some, in the course of time, overcome it. Many never do.

Mr. Schram, in consorting with the ambition of union smashers, puts forth as a criticism the suggestion that while International President W. D. Mahon is seeking an increase in wages for the Detroit street railway men, he settled the wage difference with the Detroit United Railways by accepting the old wage rates. Mr. Schram should know, and undoubtedly does, and so does the Detroit News, that Mr. Mahon, as International President does not run the business of Local Divisions. He has his latitude within the scope of the Constitution and General Laws of the Association. He renders service to Local Divisions. He didn't tell the Detroit United electric railway employees, members of Division No. 26 to accept the old wage. He didn't dictate to them that they should accept the old wage rates. That was a matter that they disposed of themselves. They instructed the officers of their organization to sign up the old agreement to retain the 66 cents per hour, with time and one-fourth for overtime, and time and one-half for overtime on Sundays and holidays, with free transportation, etc. He didn't tell the municipal branch of Division 26—the street railway platform men—to ask for an increase in wages. He didn't dictate to them that they should ask for an increase in wages. That was a matter of their own deliberation, over which the International President has no dictatorial authority. His business is to assist groups of men to get what they think they want and not to tell them what they want.

But Mr. Schram was seeking to mislead the public. So was the Detroit News.

In placing these misleading statements before the public, Mr. Schram declined to state that the D. U. R. employees can ride from Flint to Detroit, Port Huron to Detroit, and all over the Detroit United Railway Lines free, while the city motor men and conductors are required to pay

their fare. Neither did he enlighten the public upon the fact that the wage rates paid D. U. R. men are better rates for men living in Pontiac, Rochester and outside villages, where rents are cheap and property low, compared with the rents and property costs in Detroit, and that the D. U. R. employes do not live in Detroit. Neither did he dilate on the fact that for overtime work the D. U. R. employes received more than the city employes. Neither did he, as a vice-gerent of the non-union employers' association frankly advise the people of Detroit that Chicago pays 75 cents per hour, with time and one-half for all time worked in excess of 8 hours.

However, Mr. Schram is not recognized as the first antagonizing influence in the Detroit situation. He must conserve his own job by obedience to what he conceives to be the controlling influence in order to follow his self-serving purpose and he receives a salary of which he never dreamed in his employment as a newspaper reporter.

It is not the wish to detract from the eluogy of Mr. Schram. It is to explain why men opposed to organized labor extoll those who put their zeal and efforts into the destruction of organized labor. Municipal operation in Detroit is succeeding in spite of the profligate effort to destroy the men's union.

ORIGIN AND PURPOSE OF ORGANIZATION AMONG ELECTRIC RAILWAY WAGE EARNERS

The Amalgamated Association of Street and Electric Railway Employes of America is today an Association of city transportation and electric railway wage workers.

Qualification for membership in the Association and to join the Association is shown by the explanation known as Section I of the Constitution and General Laws of the Association. This Section reads:

"This organization * * * shall consist of Division Associations comprising motormen, conductors, guards, brakemen, trolley men, railway transportation bus operators, gatemen, watchmen, wardens, and all employes of car houses and pit departments, track departments, collectors, janitors, yard crews, elevator men, porters, clerks and laborers."

It will be seen that all wage earning employes of a street passenger service and electric railway service are eligible as qualified applicants, or members, of the Association.

The type of wage workers eligible to the Amalgamated Association, as shown by the membership, has changed only as the systems of transportation have changed within the period since the organization was instituted. And there have been marked changes in the methods of passenger transportation.

The Amalgamated Association was instituted as an international organization at Indianapolis, Ind., September 15, 1892. The organization has been in existence nearly 32 years. This would indicate also

that the membership in its personnel has materially changed, as well as the methods of passenger transportation.

Organizations of street transportation employes existed some years previous to the year 1892 and during a period preceding the introduction of electricity as a motor power in street transportation. In some of the larger cities men who drove horse cars and conducted them, both trackless and rail cars, organized. The trackless transportation cars were known in those days as passenger busses drawn by horses, as adjuncts, as well as independent of the rail horse car system. Those men had a purpose in organizing. That purpose was to get better wages and working conditions and to attain to a protection in employment. Some of those organizations merged into or organized as Locals of the Knights of Labor. Some maintained independently, as best they could. Later some of the organizations affiliated as federal unions of the American Federation of Labor. Very few of the men of those days of organization continue in the employment. But the same spirit and purpose of organization remains. It was these varied organizations known as federal unions of the A. F. of L., Locals of the Knights of Labor, and independent organizations that conceived the idea of federating together to form an international federation, the incentive being a collective endeavor in a common interest.

In that the purpose of these early organizations of wage workers was better wages, a better type of employment, there naturally developed the opposition on the part of the employing corporations, and it was thought out by those pioneers of the movement, that where this opposition manifested itself in lockouts and forced strikes that the group locked out, and the group that was forced to suspend work or go on strike to attain the purpose of the organization, would gain a material support through the concerted purpose and endeavor of other groups not forced into idleness, who would be in a position to contribute, not materially to the interest of those who were locked out, but to their own interest in the way of financially maintaining those who were on the firing line. That was the primary purpose of federation.

Federation of local unions of electric railway employes, the same as federation of local unions of other crafts, required rules and regulations warding off the possibility of one group imposing upon the other groups and yet to maintain a federation helpful to all groups. This inspired the creation of what is known as the Constitution and General Laws of the Federation. These rules and regulations were worked out by representatives of the organizations that federated. Presumably but very few of the constructors of those rules and regulations—the original constitution and general laws—are members of the Amalgamated Association, and many of them have passed from this earth. But they laid the foundation.

Of the magnitudinal 128,000 membership

of the Amalgamated Association, a reasonable estimate would fail to retain barely 1,000 of those original members within the Association today. Yet it has grown and grown strong from the foundation established by those original constructors. Among the few who yet remain as active in the affairs of the Association, is the International President, W. D. Mahon, who at the time of the federation was a member of an American Federation of Labor Federal Union of street railway men of Columbus, Ohio. That Federal Union became one of the promotive units of the original movement, but it, too, long since disappeared. But not until after President Mahon became the Chief Executive of the International Movement.

That wages and working conditions have improved to street and electric railway workers, continuously improved during the existence of the Amalgamated Association, is evidenced by its splendid growth and development, and the firmness upon which the Association is today established.

That the rules and regulations to govern the federation, as originally established and in its continuity and development should be complied with by all units of the organization, it was necessary that officers or representatives of the street and electric railway men should be installed in positions in which they would be responsible for compliance with the rules and regulations on the part of the entire membership. These rules and regulations have been changed only by conventions representative and comprised of street and electric railway men chosen by the various units, and held periodically. These various conventions have devised and developed ways and means as the judgment of the delegates or street and electric railway representatives dictated, to the end that the present rules and regulations known as the Constitution and General Laws stand as the guide of the members and contain the provisions by which benefit is yielded to the individual members and the individual units, from the collective membership.

Financially, strike and lockout benefits, death, disability and old age benefits, and organizing and maintaining benefits have been established. These three features of benefits were created by the members themselves through their reasoning as represented by the representatives they chose from their ranks to assemble in periodical conventions and they will likely be changed from time to time in the future, as the judgment of the membership may determine in those periodical conventions yet to come.

The basic purpose of the various organizations and the federation has obtained, in a measure confirming the judgment of the original constructors of the organization. There has been a vast improvement in wages and working conditions of street and electric railway employees. That vast improvement has come, not from necessity through the development and extension of the street and electric railway service, but largely through the concerted movement of the street and electric railway employees through their organization.

LABOR ORGANIZATIONS IN CANADA

The annual report of the Canadian Department of Labour has been issued covering the year 1923. The report shows a gain in trade union membership. The number of local trade unions in Canada is given as 2,487, with a total membership of 278,092. The increase in membership is 1,471. The 2,487 unions embrace local unions of International Organizations, (associated with the American Federation of Labor and Railroad Organizations) non-international bodies, independent organizations and Catholic unions. Two thousand and seventy-nine of the 2,487 unions are subordinate locals of International unions. Thus the International Organizations are approximately 84½ per cent of the total number of unions within the Dominion. The report states that international unions represent 73 per cent of the total trade union following.

The trade union membership is given by Provinces as follows: Ontario, 1,034; Quebec, 456; British Columbia, 236; Alberta, 208; Saskatchewan, 162; Nova Scotia, 134; Manitoba, 133; New Brunswick, 114; Prince Edward Island, 10.

There are 31 Canadian cities having 20 or more trade unions. Montreal is created with 152 Local Unions, 97 of which, it is reported, have a membership of 37,771; Toronto ranks second with 144 branches, 94 of which report a membership of 20,441. Vancouver is third, with 75 Branches, 58 of which report a total membership of 14,610. Winnipeg is fourth with 73 unions, 59 of which have a membership of 7,143. Ottawa has 68 local unions, 51 of which report 5,073 members. Hamilton has 67 unions, 51 of which report a membership of 4,291. Edmonton has 58 branches, 44 of which report 3,389 members. Calgary has 56 branches, 42 reporting 3,726 members. London has 55 branches, 42 reporting a membership of 3,910. Victoria has 42 branches, 34 of which report 1,515 members. Quebec reports having 39 unions, 30 of which have 4,701 members. St. John reports 37 unions, 26 of which have 2,731 members. Regina has 35 local unions 25 of which have 1,104 members. Windsor has 33 local unions, 20 of which report 1,319 members. Saskatoon has 33 local unions, 26 of which have 1,177 members. Halifax has 30 unions, 24 having 2,228 members. Moose Jaw has 29 unions, 22 of which have 1,071 members. St. Thomas has 28 unions, 20 reporting 2,171 members. Fort William has 27 branches, 20 reporting 830 members. Brantford reports 23 local unions, 14 with a membership of 652. St. Catharines has 23 local unions, 16 reporting 809 members. Kingston has 22 unions, 14 of which have 563 members. Sault Ste Marie reports 21 local unions, ten of which have 774 members. Peterborough has 20 local unions, 19 of which have 615 members.

The report shows that 62 International Unions represented with Canadian membership paid \$24,176,941 in benefits as follows: Death Benefits, \$11,883,222; Unemployed and Traveling Benefits, \$84,291; Strike Benefits, \$8,542,000; Sick and Accident

Benefits, \$1,328,633; 8 Old Age Pensions and other Benefits \$2,338,795. Non-International organizations reported \$42,235 disbursements for benefit purposes.

The report also deals with associations of school teachers, commercial travelers and government employes, numbering 61 organizations, with a combined membership of 85,562. These organizations, though classed as wage earners, are not associated with other organizations.

FIFTEEN YEAR BUILDING PROGRAM TO HOUSE BRITISH WORKERS

London—The Labor government's building program has been submitted to the people of Great Britain in the form of a report from the national house building committee to Mr. Wheatley, the Labor minister of health.

The report is hailed on all sides as the "finest document" on housing reform ever published." The housing situation in this country is acute. Therefore, this constructive suggestion makes a tremendous appeal to members of all parties.

The report points out that under existing law about 40,000 houses are being built every year with a measure of government assistance.

It is proposed to enlarge this program and to make provision for the construction of a total of 1,500,000 houses in 10 years and to build a maximum of 225,000 houses a year for five years thereafter.

This would give the British people 2,500,000 new houses in 15 years.

Probably this is the most ambitious building program ever launched by any government in the history of the world.

Would Provide Modern Comforts

All these houses will conform to the best standards. Their contained area will be from 850 to 950 feet. Special attention will be given to labor-saving devices for the housewife.

In order to carry out the program, the report declares that the government must secure the hearty co-operation of employers and employes in the building industry.

So far as the employes are concerned, if Parliament gives definite guarantee for a program extending over 15 years the report says there can be no objection to increasing the number of skilled personnel in the industry.

This should be done by increasing the number of apprentices.

A national joint apprenticeship committee is already in being and it is suggested that local committees should be established in all districts where both sides are organized and that they should stimulate the engagement of apprentices up to the limit authorized by the existing rules.

Local and National Funds

It is suggested that the management of the housing scheme should be entrusted to a government committee consisting of representatives of the building trades workers and employers, manufacturers of building materials, and local authorities. Very

wide powers should be vested in this committee.

One of the first duties urged is that Parliament should enact a law which would very definitely prevent profiteering of any kind.

The Labor government is prepared to back the report of the national house building committee. The main point to be decided, according to the minister of health, is the proportions in which the necessary subsidy shall be paid respectively out of national and local funds. Finally, there is the question of securing from the leaders of the Conservative and Liberal parties a pledge to support the 15 years' program.

The trades union leaders are willing to support the proposition because they feel the interests of the workers are amply safeguarded. The contractors are approaching the subject in a friendly way.

One point on which a great deal of emphasis is being laid is that the proposed houses are designed to be occupied by producers and others of modest means and that there shall be a bathroom in every house.

Bath rooms are not as common in this country as in America and British workers feel they will have made a distinct advance if they can secure this well-known "modern improvement."

MINER'S WAGE CUTS WON'T LOWER PRICES

Oklahoma City, July 13.—Coal owners at Wilburton have broken their contract with the United Mine Workers, though the manager acknowledges he does not know whether a lower wage scale will bring him more business.

Vice-President McElroy of the state federation of labor shows that a wage cut will not relieve the depressed condition of the coal business in Oklahoma. "The high price of coal is brought about after it leaves the mines," said Mr. McElroy. "The miner who digs the coal at \$1.25 a ton pays coal owners at Wilburton \$7.50 a ton for what he buys, and I am informed that the people in the western part of the state pay \$14.50 a ton for coal."

The trade unionist showed that if the miner dug the coal for nothing and put it on the railroad car without cost to the coal owner this would afford but scant relief to the consumer.

"In January of this year some of the coal owners were brought before the corporation commission to explain why farmers had to pay \$14.50 for coal. The state records show that in 1923 the cost of putting coal on the car averaged \$2.75 a ton. Thus if wages were cut, coal costs would be affected but little.

"In Muskogee last winter union mined coal and non-union mined coal were placed on the market and there was practically no difference in price, although the union miner received \$7.50 a day while the non-union miner was paid as low as \$2 a day.

"Who got the profit represented by the difference in wages? The public did not get it. And neither would it get it now if the miners accepted a wage reduction."—A. F. of L. News.

PURPOSEFUL DERANGING INFLUENCES

Tremendous interest was manifested by the public and daily mentors in the recent Democrat Convention. The energy of the newspaper world was devoted to exploiting the injection of religion into politics in a political party that stands as one of the two leading and controlling political parties of the U. S. Republic today. Why was this?

Who comprised the Democrat Convention?

Trace the delegates to that convention back to their homes, business affairs and relations and the question is answered.

The same subject was exploited to a degree as emitting from the Republican Convention.

Who comprised the Republican Convention?

Trace the delegates back to their homes and their business relations and following the close of the convention you will find them gathered about the tables of bank directorates, the two parties associating together and the question of religion is not raised.

Not all of the delegates to these two conventions were bankers. Some of them were employing manufacturers and railroad representatives. In their business affairs they associate together. There is no antagonism among the directors of Business relative to religion. When the directors of banks, manufacturing interests and railroads are elected, they are never asked whether they are Catholic or Protestant. Their qualifications depend upon their interest in the collective business and their qualifications to direct the affairs of the institution to provide the greatest dividends to the stockholders. That is the only question that arises.

One may say there were many lawyers in the Republican and Democratic Conventions. They were representative of some interest. They were there in the interest of business—Big Business. From that source is where the lawyer gets his fees. The average lawyer doesn't get very much in the way of fees from the average citizen. If he relied upon that for his resource his income would be less than enough to pay the electric lighting and overhead expense of his office. There are a lot of lawyers. They are in the business for money. They look to the source from whence the money comes to them. They favor that source and are very good representatives of that source in conventions.

Things are natural. Men and women are natural. They have natural attributes. It is natural that they would be desirous of big dividends and big fees. It is natural that they should have an inclination to so shape politics that they may control controlling political parties.

The farmer back on the farm takes little interest in who shall be the representatives of his district in national political conventions. Delegates to national political conventions are not chosen by the people. They are chosen by the interests that seek to profit from their relations with the

people. The farmer's mind is largely on the question of how he is going to gather enough from his farm resource to pay his taxes, feed and clothe his family. Some of them may be interested enough in politics to participate in the election of a township supervisor or some other petty official. He usually bases his conclusion on candidates for those positions on the question of whether the tax may be lowered by some neglect of public improvements or otherwise. He wants petty township officials who have the authority to employ the cheapest school teacher possible. He wants other township wage workers paid the least wage possible—anything to lower the tax rate.

The community wage worker contributes very little of his endeavors in the way of selecting delegates to a political convention. In the community the wage worker may be 5 to 1 in the ratio of his numbers with all other elements. But in participating in political thought and action all other elements out-number him 5 to 1. He is more interested in his job than in politics or political parties. He is obsessed with the idea that politics and political parties have very little to do with his job. It is difficult to arouse him with political arguments. It is less difficult to arouse him with religious disputes. He awakens only as he loses his job and senses that it is difficult to find another. It is then no particular political party that engages his venom but he feels that the guns of all elements—political, social and religious—are brought against him as the target.

When will the farmer and wage earner awaken?

Both have awakened to a degree. However, the powers that maintain control recognize that that degree is of a minority percentage.

Wage earners are organized, but to what extent are they organized?

In the United States there are approximately six million wage workers in trade unions. There are twelve millions yet to be awakened. There may be one million farmers organized. There are sixteen millions more to awaken. Thus we have 12 millions of wage earners, and 16 millions of farmers, or 28 million voters unorganized and subject to the plutocratic lash. So far as they go they go with Big Business and it is Big Business that controls the conventions of the two leading political parties in the U. S., and Big Business will control until the wage workers and farmers are more thoroughly organized and awakened to the powers they might assert.

Wage workers, organized, will not listen to disintegrating religious contentions. Wage workers, organized, recognize the purpose of religious contentions and will not be dissuaded from their devotion to the purpose of organization. Labor, organized, realizes that it must stand the test or dissuading influences, let them be religious, political, social or otherwise. Big Business never quarrels over religious matters or social affairs. There may be a pretense of it, but it is only pretense and for a purpose other

than purifying religion, or social alignment. The purpose is to stimulate the disintegrating forces and lead those to be controlled to a contentious spirit, detracting from the real interests of the exploited.

Political discussions will arise with all classes. Generally discussions will be varied. Many have political ideals. Many will endeavor to size up the candidates and from as many angles.

The last elected president of the United States was Warren G. Harding. He possessed qualities that made him a favorite among the people who knew him. Yet in his course as president, when it came to progressive subjects he was compelled to listen to the power that placed him in the presidential chair. He was compelled to do things and permit things to be done that in the ordinary walks of his life he would have declined to do and declined to permit to be done. The coal mine wage earners and the railway shop crafts know what he was compelled to do by the people who placed him in the presidential chair. However, with all the power wielded to destroy organized labor under his reign, organized labor survived and grew stronger. The coal miners' organization maintained and progressed. The railway shop workers, for the most part, came back.

The experience of wage workers teaches that the non-partisan course in politics is the course resultful of the greatest benefit to wage workers and to the general weal.

Nations should be so directed as to conserve to the people their inalienable rights. This cannot and will not be done under a directorate of special privilege. It is progressive or reactionary pursuit.

Special privilege stands for reactionary pursuit. The general welfare calls for progressive pursuit. Organized labor stands for progressive pursuit.

Those who lend themselves to the destruction of organized wage workers stand for reactionary pursuit. Non-partisanship in politics provides the way for organized wage workers to continue progressive pursuit even in politics and political influences. And whoever may be chosen or determined upon as the progressive standard bearer invites and should receive the united support of the organized wage workers.

Unorganized wage workers have no means of determining between the progressive and reactionary. They have no means of solidifying in a common purpose. They have no means of uniting in deliberation. Their record is written by the hand of plutocratic authority.

The only course for wage workers to serve their own interests and the interests of the public is through concerted action, and that can come only through organization.

Under the existing industrial system, organization is the only institution available to wage workers to exercise the liberty contemplated in life's pursuits. It is the only means by which wage workers may assemble in deliberative bodies to determine upon the course of common good.

DISREGARDS THEIR SIGNED CONTRACT AND DECLARES FOR "OPEN SHOP"

Cincinnati, O.—The Eugene Berninghaus Company of Cincinnati, Ohio, makers of barber chairs and distributors of other barber supplies, sold under their name, defiantly and deliberately abrogates their signed agreement with the Metal Polishers' International Union. This agreement went into effect in March, this year, and should not expire until 1925, but this firm openly flaunted organized labor, refers to the union agreement as a mere scrap of paper and justifies their action in repudiating their own signatures by saying that they can get the work done cheaper in the open shops that employ unskilled and non-union men.

The Berninghaus Barber Chair, built up their reputation on the union agreement and starting almost at the very beginning conducted a union shop, and every chair bore the union label. Organized labor everywhere boosted the product of this Company, their business increased and during the last two or three years have run a night gang as well as a day shift. Greed for greater profits predominated, and the Company frankly admits that the only reason for their change from the union to the non-union shop is for greater profits and they boldly add that the few extra dollars they save on each barber chair made will be diverted to their own profits rather than to a lower sales price for the barber chair.

On Friday, May 16th, the Berninghaus Barber Chair Company, after declaring for the open shop, discharged all their union Polishers, Buffers and Platers, giving them about five minutes notice and immediately began sending the barber chairs to the non-union shops to be finished and plated.

After many years of effort on the part of organized labor in assisting in building up the business of this Company, why shouldn't an action of this kind now be given the fullest publicity?

The Metal Polishers' International Union requests organized labor everywhere to protest this Company violating their union agreement, and we urge every member of organized labor to visit their respective barber and others and to write this firm condemning their action and urging them to again establish friendly relations with organized labor, and above all, point out to them their responsibility in this matter.

We believe if this is done at once, it may assist organized labor in adjusting this grievance.

Respectfully submitted,
Metal Polishers' Int. Union.
CHAS. R. ATHERTON,
General Secretary.

A COURSE IN EFFECTIVE SPEAKING By H. H. Broach

Another labor institution is born. In Minneapolis, the Speakers' Service Bureau has been established to develop and assist labor speakers and to furnish general assist-

ance to labor students and officials in preparing all kinds of talks, addresses and debates, etc.

Establishment of this Bureau is just another instance of the growing power of labor. It arrives at an opportune time when labor is assuming new leadership in the political and educational field and when it feels keenly the need of clear, concise speakers to express its point of view.

The labor movement has suffered heavily for not having more effective and intelligent speakers at its command. Local organizations have been greatly handicapped. They have lost out in conferences times without number. They have been defeated and embarrassed over and over because they did not have men and women who were equipped with the proper kinds of arguments and who knew how to talk convincingly. Clear-headed men have often sat still while ill-advised actions have been taken, because they did not know how to speak out and show others the right course to follow.

The Speakers' Service Bureau proposes to help in changing this condition. At a small cost, it is distributing "A Short, Simple Course in Speaking," especially prepared by H. H. Broach, International Vice-President of the Electrical Workers Brotherhood, to meet the needs of labor unionists. Accompanying the course is a big "Speech and Scrap-Book for Speakers" that brings together a great collection of live speeches by leading men on every subject of interest to labor. It gives instructions in parliamentary law, and furnishes all kinds of material for those who want to express themselves convincingly. The Bureau, we understand, has attractive plans to establish clubs in places where 15 or more members are gathered. In short, this institution is destined to become a force in spreading labor education throughout the United States.

In the future our government is going to call humble but honest men to public service. It behooves every labor man to fit himself for public duty. The future belongs to the producers. Let each worker do his share to speed the day. In the Speakers' Service Bureau, Duley, Bldg., Minneapolis, the worker has at hand an institution ready to help him.

INDUSTRIAL ACCIDENTS IN CANADA

The International Labor Office publishes a report from the Federal Labor Department in Canada, announcing 1,396 fatalities in Canada as a result of industrial accidents during 1923, as compared with 1,128 in 1922. There were 367 deaths (26.2 per cent of the total) in the transportation and public utilities group of industries. In this group 165 deaths were in the steam railway service and 100 in water transportation.

In the manufacturing group, there were 196 deaths (14 per cent of the total).

In mining there were 187 deaths, of which 113 were in coal mining, 35 being due to explosions; 193 deaths were recorded in the lumber industry, and 129 in agriculture.

TABLOID OF INTERNATIONAL LABOR NEWS

BRAZIL: Seek European Immigrants.—It is said that the Brazilian Ministry of Agriculture is making every effort to attract European immigrants, especially Germans and Italians, who are experienced in agricultural pursuits and who will purchase and develop the Brazilian interior.

CHINA: Bookbinders' Strike.—Following the refusal of their recent demand for a 40 per cent wage increase, 2,000 bookbinders of Shanghai went on a strike which was finally terminated by a 20 per cent increase compromise.

CUBA: Strike of Railroad Employees.—Demanding an eight-hour day, the maintenance-of-way workmen of two of Cuba's principal railways recently declared a strike, which spread rapidly to other rail lines on the island, halting service and delaying the movement of mails.

ENGLAND: New Factories Bill.—It is said that the new factories bill, of 1924, abolishes the distinction between factories and workshops, and between textile and non-textile factories, and employs only the one term "factories," to each type of which the provisions of the bill apply indifferently.

Propose Farm Youth Migration.—It has been suggested that public school boys of a suitable type, who are prepared to take up farming overseas, should be granted assisted passages to the dominions of the British Empire, where they should be placed in agricultural colleges or on training farms.

GERMANY: General Labor Conditions.—At the beginning of last month, labor reports indicated a notable falling off in the demand for workers, and an increase in the number of industrial concerns which were obliged to restrict production. In some cases, plants were closed because of lack of working capital. Slight decreases were reported in the number of persons seeking employment and in the total of unemployment doles disbursed during the previous month. The most serious strike was that of the 25,000 Badische Anilin-und Sodafabrik workmen, who had demanded a wage increase.—U. S. Department of Labor.

BIG INCREASE IN CANADIAN EXPORTS

Canada's best customer during the twelve months ended in April was the United States. The United States took Canadian exports in the twelve months to the value of \$429,265,000, an increase over the previous year of \$50,000,000. Canadian purchases from the United States were \$596,532,000, an increase of \$41,000,000.

Canada's next best customer was the United Kingdom. Imports from the United Kingdom were \$152,017,000, an increase of \$7,000,000. Exports to the United Kingdom were \$356,950,000, a decrease of \$28,000,000.—Canadian Trades and Labor Congress Journal.

The most important business of all is not the U. S. Steel Corporation, but the business of living.—Forbes Magazine (N.Y.).

VIVID PICTURE OF INTRIGUE—PART III

By Charles J. Wells

A day or two following the incident related at the close of the part published in the June installment, our man who was covering the Union meetings, furnished us with a bit of startling information, which he claimed to have heard direct from Mora. The story was that Mora, a few years previous had conducted a fight for the men for an increase in pay. The company refused to grant this demand—feeling confident that the matter was one in which the International would not sanction a strike. The men were also a trifle timid in asserting their demands for the same reason. A man by the name of Baker was President of the Saline Local at the time, and Mora was its secretary. According to our informant, Baker and Mora—with the view of stimulating courage in the men, and frightening the Company, into favorable action—had prepared a telegram, assuring the members of the Union of International support. This telegram, our informant claimed, bore the forged signature of W. D. Mahon, International President. It was supposed to have been read in open meeting and shown to the Traction Officials. As a result, the increase in pay was secured, and recently both Mora and Baker had been laughing about how they had put the deal over.

This was important and serious information—if true—and could be used to a good advantage against Mora. It was so important that we immediately talked the matter over with the company officials, who readily agreed that if this could be proven, Mora's downfall would be sure to follow.

Just at this time, an election of office-holders in the local was about to take place, and without waiting to verify the truthfulness of the report, all of the agency spies were informed of the telegram story and instructed to circulate it among their fellow workers—pointing out that Mora's act might have resulted in a serious strike.

The rumor was apparently well circulated.

It was customary for our spy to call my home on the telephone immediately after a meeting had been adjourned. However, on the meeting night, following the rumors about the telegram, I informed the spy that I had some work to do at the office, and that he could reach me there up until midnight. About eleven o'clock he called me and stated that among other things Mora had commented on the telegram story by remarking that a rumor was in circulation to the effect that he was using a telegram bearing the forged signature of President Mahon. Mora branded the story as false, and had passed a telegram around among those attending the meeting; in order that they might see for themselves that it had been sent from Detroit and was genuine. Our man stated that he had closely examined the telegram; noted that it bore a recent date mark; that it was relative to the present one-man car contro-

versy, and did not mention anything about a strike or increase in wages.

This amused me very much, and I was thoroughly convinced that Mora, with shrewdness, was trying to substitute another telegram for the one that we contended was a forgery.

I knew that he was in his office, on the floor above me, while I was receiving this report, and I could not resist the temptation to accuse him of switching telegrams. I also felt that it would worry him to know that there was still a suspicion prevalent that he had been engaged in a shady deal.

Not deeming it advisable to make a phone call from our office, I went to a nearby restaurant and did so.

Mora answered my call, and I opened the conversation by inquiring what he had tried to hand us about a telegram at the meeting. He hastened to assure me that it was true that a story was being circulated about his using a forged telegram and that he had wanted to straighten the matter out.

I laughingly interrupted him with the remark, that I knew all about the rumor, but what I did want to know was why he had not given us a peek at the real telegram—the one relative to an increase in wages a few years back.

This inquiry produced silence for a moment, and then in a suspicious manner, he asked who was speaking.

"Oh, one of the carmen," was my ready response.

To my surprise, this remark was greeted by a hearty outburst of laughter. Mora refused to believe me, and after a little more conversation he openly accused me of being a detective in the company's employ. He did not display the least antagonism or become abusive, when I did not deny the accusation, and we chatted for fully an hour.

During this conversation, I conceded to Mora that I was firmly convinced that he was sincere in his efforts—but that I was of the opinion that he was over-stepping his bounds when he attempted to dictate to the company, any other policies than those relating to wages and hours. He in turn stated that he held no particular animosity towards me and my profession—as long as we did not resort to unfair or unscrupulous methods to accomplish our purposes. There was considerable jesting throughout the discussion, and it seemed to amuse Mora very much when I attempted to convince him that he was conducting a losing fight. He ridiculed this statement, and expressed unlimited confidence in the Union being victorious.

A conversation of this nature between a labor leader and an Agency representative was indeed unusual, but I believe that we both enjoyed the opportunity of defending our respective views. At times we became real serious over the advantages and disadvantages of one-man cars, and Mora proved beyond the slightest doubt, that he had all facts in the matter at his finger tips.

Just before the conversation was concluded, I accused Mora of wasting his time

for a paltry salary, and, with all sincerity, stated that I was sure that a man of his ability could easily earn a far better income at more congenial work. Further, that I doubted if his efforts were really being appreciated, for I knew it to be a fact that he was being criticised and betrayed by men whom he regarded as friends. In this he agreed with me, and laughingly added that he did not expect to be a carman all his life, and was ready at any time to consider a better position—as long as the work was honorable and upright.

The next morning, Mora and I went up on the same elevator in the McIntyre Building, and although he stood right next to me and observed me alight on the second floor, he did not have the slightest idea that I was the party with whom he had been conversing over the telephone. He knew the president of the Practical Research—and several of our men, I am sure—but I had not been identified with the Agency long enough for anyone to expose me to him.

On the morning following the next meeting, I decided to give Mora another call. This one was made from the Agency office, with the president listening in on an extension phone. When Mora answered, I pleasantly inquired if he were too busy to discuss the meeting of the previous evening with me. After learning my identity, he jestingly remarked that he always had time to spare to enlighten misguided people on the disadvantages of one-man cars.

During this conversation, we good naturedly took issue with each other on our different points of view, and I again accused him of wasting his time in a thankless job. This provoked the former retort, that he was open for a position that was honorable, and would increase his income. This conversation ended pleasantly.

The head of the Agency was quite elated over what he had heard on the phone, and I was again annoyed to hear him expressing the conviction that Mora's statement, that he was open for a position, was positive evidence that he could be bought. He even went further, and permitted his imagination to create the impression that Mora—if properly approached—could be won over to our side, and with a tempting salary, persuaded to manage an office for us in some far distant city. I regarded this as too ridiculous to even discuss.

The "Open for a Position" phrase, however, did cause me to feel that, if diplomatically handled, it might be possible to get Mora out of our way by having some firm offer him a position at about twice the amount of his present salary. This plan seemed plausible—but there was just one big flaw in it.

You have heard the fable of the man who killed "The Golden Goose?" Well, Mora was our "Golden Goose," and we knew that if he ever resigned, or was discharged from the services of the Traction Company, the officials would have little trouble in handling matters without our assistance. Trouble was the thing that created business for us,

and trouble would cease to a great extent if Mora was out of the way. We had no desire to foolishly cut off the very source of our good income, so before acting, we gave the matter some thought. We figured that if it were not for Jerry, the Traction could, and would, dispense with the service of at least seven of our men. Quite an item. Still, we realized that the time was not far distant when the one-man car issue would be finally settled, and this was bound to result in a cut in our bills.

The Agency Head and I went into the matter from every angle. We knew that Mora out of the company's employ, and away from all Union activities, was something that the Officials would not hesitate to pay a big price for. We were so certain of this, that we felt we could demand and receive a cash bonus of \$10,000.00, for a service of this nature.

The next day we met the Traction Officials, and it produced the effects of an explosion, when we calmly inquired if they would be willing to pay a flat bonus, and all expense involved, if we succeeded in getting Mora to resign and accept a position in another state. There was an awkward silence for a few moments—during which—I think the officials were recalling the other nasty method which had been proposed as a way of getting rid of Mora. This belief is based on the fact, that we were asked point blank, just how we planned on accomplishing such a miracle.

Without exposing what had really developed, during my phone conversation with Mora, I stated that I had the best of reasons for believing that Mora could be prevailed upon to accept another position, if the salary were lucrative, and that he did not suspect that the Traction Company was behind the move.

This announcement caused one of the officials to smile, and remark that he had been considering just such a plan. With this, he produced from his desk a letter, written by a man by the name of Bassor. This man had been on the Executive Board of the Saline Local, and had recently resigned his position as a conductor to accept one in San Diego, California, selling stock. Bassor's letter which was real friendly in tone, stated that he was making good money at his work and enjoyed it immensely.

The official of the company then went on to explain that he had been wondering if Bassor, for about a thousand dollars, would be willing to try and induce Mora (with whom he was real friendly) to come to San Diego and take up this new line of work. The only thing that had caused the Traction company to hesitate about trying this plan, was that they were not certain how Bassor would take to such a proposition, and if he should happen to resent and expose the plan, it would be bound to result in considerable embarrassment for the officials of the company.

After some talk, the officials agreed to allow us to make an attempt to move Mora, with the result that the following procedure was decided upon.

I was to leave immediately for Los Angeles, where I was well acquainted, and felt certain that I would be able to find some firm that would be willing to employ Mora. We figured that his present income did not exceed \$150.00 per month, and that if he were offered a position in Southern California—with a little authority—at \$250. per month, he would accept it.

Of course, it was understood that no firm would sincerely make Mora such an offer of their own volition, for aside from street car work and Union Activities, we were not aware that he possessed any business training. We all felt sure, though, that he did have the qualifications to become a first class salesman. Still, it would have been unreasonable to expect any firm to pay a man a good salary without knowing something of his ability. Then we had to consider Mora's point of view. We realized that he would hardly consider leaving his present position, and moving into a new state, unless he were given some sort of a guarantee that the position would prove of a permanent nature.

There were a great many difficulties attached to the plan, but the Traction Company was so anxious to get rid of this man, that the officials willingly agreed to furnish \$3,000.00 to cover a salary of \$250.00 per month for a year. In addition to this they agreed to pay all expenses necessary to move Mora and his family.

Our President then called their attention to the fact, that Mora's removal would mean a great reduction in our monthly service bill, and in view of this we felt that we should be entitled to a large cash bonus in the event that the plan succeeded. It was understood that if we failed, the company would only be called upon to pay the expenses incurred in the attempt. This also was agreeable, and we decided to let the matter of just what this bonus should be, stand until the matter was finally ended. This arrangement suited us, for we had every reason to feel that the company would act fairly in the matter. They wanted Mora out of the way, and would pay well.

The next day (December 16th) I left for Los Angeles. I was sure that my friends in that city could solve our problem, and was not the least bit doubtful about my being able to accomplish the assignment that had been given me. All I really had to do was to find someone in a legitimate line of business, and give them the services of a bright, energetic young man for an entire year without the least cost to them.

To give someone the services of a working man for twelve months, does not sound like a difficult task, does it? No? Well, just try it some time: As I recall my own experiences along these lines I cannot help but smile at certain human characteristics. I think that my job could be likened unto a man attempting to sell twenty dollar gold pieces for quarters. Everyone would want to know what was the matter with the gold pieces. And I was to learn that everyone to whom I tried to give Mora, would like-

wise back away and invariably ask, "What's the matter with him?"

Arriving in Los Angeles, I explained all details in the case to the people whose help I had been relying upon. They were somewhat amused at the plan, but expressed confidence that it could be easily arranged. In fact they felt, that anyone should be delighted to get the services of Mora under such liberal conditions.

However, when we came to reason the thing out, we found that there were several things to be considered. Naturally Mora would not care to enter certain lines of work, so, our first problem was to select something which we felt would appeal to him.

I truthfully described Mora as a man of excellent appearance—pleasing personality—well read, and possessing inherent characteristics for leadership. These points had been proven in his labor work, and in addresses that he had made before Commercial Clubs, Civic Clubs and Associations of various kinds, and I had unlimited confidence in his ability to succeed in the capacity of a salesman. I absolutely sold Mora and his ability to my friends, and they were as enthusiastic as I, when we started out to find a position for him.

The first acquaintance that we called upon regarding the matter, was the Vice-President of a large Country Club, who was just establishing a sales force for the purpose of selling stock in the club. When we described Mora, he was elated and expressed the opinion that he was just the type of a man that he could use to a good advantage. Then came the explanations.

Of course whoever hired Mora would have to know the real facts in the case, for they would necessarily have to enter into the conspiracy to a certain extent. We realized that if Mora ever suspected that the company was behind any proposition being made him, he would not only flatly refuse it, but would fight all the stronger. All overtures concerning any new position would have to come from the firm engaging him. It would have to be a legitimate firm, with a position that would keep him employed for a long period.

We explained to the Vice-President of the Country Club that we were willing to furnish the funds to pay Mora's salary for an entire year—regardless of how valuable he might prove—and in return only asked that he be constantly employed at some congenial work for this period. This brought up the question,

"What's the matter with this man?"

I then had to explain that Mora was a Labor Organizer; that he was hampering certain plans of a client of ours, and that we were anxious to get him away from the seat of action. This settled it. Our friend at the Country Club, expressed regret but said that he did not like the idea of entering into a conspiracy of this sort—even if he would get the services of a man for nothing.

I will not bore you with the details of all the attempts we made to line Mora up

with some firm. We talked with people using real-estate salesmen—stock salesmen—electric appliance salesmen, and auto accessory agents. In every instance they would express a desire to get hold of such a man, as I described Mora to be, but when they received the full particulars, they were reluctant to act. Some felt that they would not care to enter into a deal that through exposure was likely to antagonize the union element in the city. Others did not like the idea from a standpoint of principle—and one turned it down completely, saying that if Mora was half as capable an organizer as I had pictured him to be, he might take it into his head to organize the other salesmen and start a little union of his own. Another explained that \$250.00 a month was a higher salary than he was paying his men, and if it became known that Mora was receiving this amount, it was apt to produce dissatisfaction and discord among the others.

There was just one man—whose line met with our approval—and who expressed a willingness to go through with the matter. We told him the story at his home, and he suggested that I call at his office in the morning to make the final arrangements. He was a gentleman of Jewish birth, and when I met him in the morning, it was evident that he had been giving the matter considerable thought. So much thought, that he had a counter plan ready for me upon my arrival. He prefaced his remarks by commenting on the fact that the Traction Company should be mighty anxious to get rid of such a man as Mora. He then went into details regarding all the trouble that it would require to train and keep Mora contented for an entire year, and what a bother he would be in case he were not adapted for sales work. I agreed with him in all this, and was not surprised when he announced that he felt in addition to Mora's services, he should receive a good sized check from the company. I sounded him out as to what he would consider a fair price for his assistance, and he set a figure that made business with him out of the question.

For four days, I covered the City of Los Angeles, and finally began to realize that my mission was not as simple as I had thought. Here I was, perfectly willing to give someone the services of a man for nothing, and there did not appear to be anyone who wanted him. To be sure there were some lines that would have been glad to accept my offer, but I had to keep Mora constantly in mind, and only consider such positions as I felt would appeal to him.

The outlook was far from encouraging and just as I was about beginning to doubt the success of my efforts, the thought suddenly suggested itself as to why my two friends, who had been helping me on the proposition, could not personally reap some benefit from Mora's services for the next year. One of them was engaged in the theatrical business, merely as an employee, while the other was a manager of one of the local clubs. The fact that neither was

in business for himself, presented sort of a problem, but I could not see any reason to prevent them from taking over the agency for some article; opening a little office; making Mora Sales Manager and start him organizing a crew of salesmen. They would have Mora's services without the least cost, and the other men could be placed on a strictly commission basis. The only actual expense involved in a project of this kind would be office rent—and Mora and his men would indeed be failures if they could not earn enough to meet this. My two friends could continue to hold their positions, and from what I had told them about Mora, we were all certain that he would make money for them.

Part IV will appear in the next issue

PORT ARTHUR AND FT. WILLIAM, ONT. AGREEMENT

THIS AGREEMENT entered into (in duplicate) this fifth day of April, 1924.
BETWEEN:

THE CITIES OF PORT ARTHUR and
FORT WILLIAM, ONTARIO,
(hereinafter called the Parties of the First
Part)

—and—
DIVISION 966, AMALGAMATED ASSO-
CIATION OF STREET AND ELECTRIC
RAILWAY EMPLOYEES OF AMERICA,
and ALL OTHER EMPLOYEES OF THE
STREET RAILWAY DEPARTMENT,
(hereinafter called the "Employees" of the
Second Part).

1. IT IS AGREED between the parties of this agreement that the following clauses shall contain and define working conditions and wages of the Cities of Port Arthur and Fort William Street Railway.

2. GOODWILL. The Manager will be willing at all times upon reasonable notice being given by the Employees to interview the Employees or any Committee of them duly appointed, on any subject or matter for the mutual benefit of the Employees and the Cities in its relation to the general public.

3. DISCRIMINATION. That the management does not object to any Employee being a member of any Street Railway or other Union, and will not discriminate against any Employee because of his connection with the same. The Employees, on the other hand, collectively or otherwise, will not in any way interfere with or limit the management's rights or the right of any officer so authorized to discharge or discipline any employee where sufficient cause can be shown.

4. DISPUTES. Any Employee who feels that he has been unjustly disciplined, suspended, superceded or discharged, shall have the right to have his case investigated, if he so desires, by a Committee of the Employees and the Managers. In the event of disagreement between the Employees as appointed and the Manager, then shall the evidence of both these parties be put in writing and submitted to the Commission, whose decision shall be final. Should the Employee so disciplined, suspended, superceded or discharged be exonerated by the Commission, then he shall be paid for lost time and reinstated forthwith.

5. REFERENCE. Any Employee who has been six months or more in the service, on leaving of his own accord and giving reasonable notice prior to his leaving shall, upon application for same, be furnished with a reference as to length of service, character and ability while in the service.

This reference shall be embodied on the Department's official letterheads and shall bear the signature of the Manager of other authorized officer.

6. DISCHARGE. Any Employee having been discharged shall be furnished, upon his request, with a letter stating why discharged and previous record to his having been discharged.

7. LEAVE OF ABSENCE. Reasonable leave of absence will be granted any employee without remuneration.

Any Employee taking employment for wages during his leave of absence will forfeit his standing on the seniority list, unless permission has been given him on mutual agreement between the Employees and the

TIRES WITH 500 NAIL HOLES LEAK NO AIR

A new puncture-proof inner tube has been invented by a Mr. M. E. Milburn of Chicago. In actual test it was punctured 500 times without the loss of air. This wonderful new tube increases mileage from 10,000 to 12,000 miles and eliminates changing tires. It costs no more than the ordinary tube. Mr. Milburn wants them introduced everywhere and is making a special offer to agents. Write Sales Manager, D. R. Hansen, 336 West 47th St., Chicago.

Manager. Any service, however, that the Employee may be called upon to render in a representative manner on behalf of his fellow Employees shall not be considered as covered by the word "employment" as used herein and upon his return to the service such employee shall be entitled to his former position on the seniority list. It is understood that at no time leave of absence will be granted for a period exceeding three months except in case of sickness or other extenuating circumstances.

8. **TICKETS AND CHANGE.** Each operator, after approval, will be provided with the amount of thirty dollars (\$30.00) to cover tickets and change monies in the operation of the cars. Such advance of thirty dollars (\$30.00) to be returned to the Department on notice or when operator leaves the service.

9. **SENIORITY.** The Seniority list shall be compiled such that each individual employee will be placed in accordance with his term of continuous service in the Department. Each employee shall be entitled to choose his run in accordance with this seniority list, the preference of runs commencing with the oldest employee in the continuous service of the Department. All runs shall be posted for employees to make their selection as to the run they desire once in every three months, commencing 1st January, or at any time the management may desire. The proposed schedule shall, whenever possible, be posted up not less than four days before going into effect. Any run made vacant by sickness, leave of absence, suspension, resignation, or discharge, for a period not exceeding three months shall be filled by the senior spare man.

Should any Employee fail to report for duty at the appointed time, the same not being his first offense, he shall at the discretion of the Manager or other officer so authorized by him, be placed on the spare list for a period. This period to be graduated according to the nature of the offense, but in no case to exceed at any one time seven days.

10. **EXTRA WORK.** That all extra work be divided as evenly as possible amongst the Spare men. In no case shall regular men be given extra runs when spare men are available, in so far as this does not interfere with the operation of the department as outlined in clause 9 of this agreement.

11. **PAYMENT OF WAGES.** Employees shall be paid for services semi-monthly on the dates as specified in the 1923 agreement as far as ever possible. If, however, the above dates should fall on a Sunday or a Holiday, payment may be made on the day previous to such date if proper arrangements can be made so to do.

12. **WORKING HOURS.** Working hours shall be in accordance with the requirements of the Ontario Statutes governing street railways.

13. WAGE SCHEDULE:

Transportation Department

First six months, 45¢ an hour; next 18 months, 48¢ an hour; over 2 years, 50¢ an hour.

Operators of one-man cars to receive, in addition to the above rates, 7½ cents per hour. Time will be paid from regulation time for reporting, and it is agreed that sufficient time will be allowed from time of reporting at car barns or head office to time of taking the car. It is further agreed that time and one-half will be paid all transportation employees on their regular day off, also the following legal holidays, if called to duty, namely, New Year's Day, Good Friday, 24th of May, Dominion Day, Civic Holiday, Labour Day, Christmas Day, and Thanksgiving Day. Straight time will be paid for overtime.

Operators taking out extra, special or work cars shall not be paid for less than 3 hours. All time in excess of the above mentioned three hours to be paid at straight time. Should operators, after being requested to report for duty by the proper official after reporting, be not required for that particular duty, they shall receive two hours' pay at the above rates.

Car Barns

Armature Winder, Carpenter, 62¢ per hour; painter 58¢ per hour; Machinist and Blacksmith, 62¢ per hour; First Class Pitman, 57¢ per hour; second class pitman, 52¢ per hour; new employees and car cleaners, 45¢ to 50¢ per hour.

It is further agreed that time and one-half will be paid hourly rate Employees on Sundays, also on the above quoted Holidays. Also time and one-half for all hours over ten hour's work on regular working days. In case of emergency after regular working hours a minimum of not less than three hours will be paid.

Track Men

Track bonder, 49¢ per hour; track greaser and labourers, 42¢ to 47¢ per hour.

It is further agreed that time and one-half will be paid hourly rate employees on Sundays, also on the above quoted Holidays and all hours' work over ten hours on regular working days.

14. **SPARE MEN OPERATORS.** Spare men working less than five hours in any one day will be paid at the rate of 60¢ per hour.

15. **TRANSPORTATION.** Free transportation will be provided by pass or tickets to all employees covered by this agreement.

16. **SEATS.** Seats to be supplied to operator.

17. **HEATERS.** Operators' Vestibule to be fitted with heaters or such arrangements made as far as possible to maintain a temperature in conformity with the other portions of the car. Car to be equipped with sand, broom, switch bar, ash pan and shovel.

18. **UNIFORMS, CAPS AND OVERCOATS.** Operators in the service after three months' service shall be supplied with a uniform suit and cap each year, on or before 1st May and with an overcoat every second year, on or before 1st November, at free of charge. In the event of employees leaving or being discharged, however, within six months after receiving any of the said uniforms or overcoats, they shall pay to the Department one-half the cost of such uniform or overcoat, when same shall then become the property of the employee so leaving or being discharged.

19. This agreement when signed by the proper officers and a Committee duly appointed, representing a majority of the Street Railway Employees, will become retroactive to January 1st, 1924, and will remain in operation and effect until the first day of January, 1926.

This agreement shall have full force and effect until a new agreement is entered into.

Signed for the Cities

N. EDMESTON
Mayor.
A. MCNAUGHTON,
City Clerk.
J. W. CROOS,
Mayor.
P. D. JACKSON,
Secy.

Signed for the Employees

W. G. WELLS,
President.
A. JOHNSON,
Rec. Secy.
G. A. LAMBERT,
Fin. Secy.

Board's Approval.

(Sgd.) H. M. PIPER, Chairman.
(Sgd.) J. P. JONES, for the Cities.
(Sgd.) J. R. PATTISON, for the Employees.

CONTRIBUTE TO WELFARE DEPARTMENT

Fall River, Mass.—Full arrangements have been made for the carmen's annual trolley ride to Rocky Point. It will be a great event.

The carmen, members of Division 174, are voluntarily contributing \$25 weekly to the Fall River Central Labor Union Welfare Department to care for destitute children and needy families of this city.

The President of Division 174 is pleased to see so many members attending our regular meetings and taking an interest in the union. It shows a good spirit on the part of those who attend. Let's keep up these well attended meetings throughout the year.

—COR. 174.

AUTOMOBILE MAKES 27 MILES ON AIR

An automobile goes 27 miles on air by using an automatic device which was installed in less than 5 minutes. The automobile was only making 30 miles on a gallon of gasoline but after this remarkable invention was installed, it made better than 57. The inventor, Mr. J. A. Stransky, 994 Eleventh Street, Pukwana, South Dakota, wants agents and is willing to send a sample at his own risk. Write him today.—Adv.

Save Your Feet!

Stop those aches and pains instantly. When all else fails, let us tell you about our "no metal"

Heefner Arch Support



that has brought joy to so many sufferers.

Write today for descriptive folder and testimonials.

Heefner Arch Support Co., 641 N. E. Taylor Bldg. Louisville, Ky.

BETTER UNIFORMS

At the Right Price - Union Made
HEADQUARTERS for STREET CAR MEN
Terms If Desired

HOFFMAN TAILORING CO.

2341 Olive St. near Jefferson Ave.
ST. LOUIS, MO.

Free to Asthma and HayFever Sufferers

**Free Trial of Method that Anyone
Can Use Without Discomfort
or Loss of Time.**

We have a method for the control of Asthma, and we want you to try it at our expense. No matter whether your case is of long standing or recent development, whether it is present as Chronic Asthma or Hay Fever, you should send for a free Trial of our method. No matter in what climate you live, no matter what your age or occupation, if you are troubled with Asthma or Hay Fever, our method should relieve you promptly.

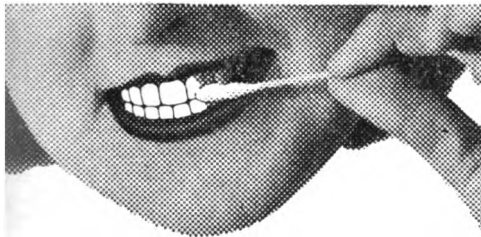
We especially want to send it to those apparently hopeless cases, where all forms of inhalers, douches, opium preparations, fumes, "patent smokes," etc., have failed. We want to show everyone at our expense, that our method is designed to end all difficult breathing, all wheezing, and all those terrible paroxysms.

This free offer is too important to neglect a single day. Write now and begin the method at once. Send no money. Simply mail coupon below. Do it Today—you even do not pay postage.

FREE TRIAL COUPON

FRONTIER ASTHMA CO., Room 881B
Niagara and Hudson Sts., Buffalo, N. Y.
Send free trial of your method to:

.....
.....
.....



How Bleachodent Whitens Dark Teeth In Three Minutes

Bleachodent Combination contains a mild liquid to soften stains—and a special paste which gently removes them. Dull, yellow or tobacco-stained teeth are made flashing white, sparkling clear—almost while you wait! Perfected by two prominent dentists. Just use liquid once a week—paste every day. Keeps teeth wonderfully white and lustrous. Don't go around with bad looking teeth. They spoil appearance and besides cause tooth decay, and bad breath. Get Bleachodent COMBINATION (containing both liquid and paste) for small cost. Distributed by Bleachodent Dental Laboratories and sold by drug and department stores everywhere.



Do Not be Imposed Upon

No shoes are Union Made, under our Fair Arbitration Contract, except those having this stamp.

INSIST upon having them for The Whole Family.

BOOT AND SHOE WORKERS' UNION

246 Summer St., Boston, Mass.

Collis Lovely, Pres.

Charles L. Baine, Sec.-Treas.

FASHION LETTER



4617



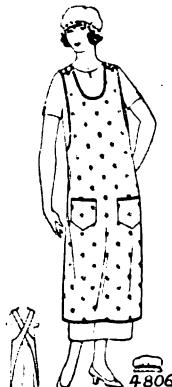
4792



4812



4818



4806



4261



4798



4819

The styles of to-day are artistic, sensible and comfortable. For street wear, shopping and general use, the tailored suit and coat dress are most favored. The former in its latest expression is of flannel or of silk alpaca. The same materials are appropriate for the coat dress, which may be made with centre or side closing, embellished by panels, or relieved from simple lines by vest or panel effect.

Evening dresses and dance frocks feature Directoire effects, and also the fitted waist and bouffant skirt. Plain and figured taffeta is used for youthful dance and evening frocks.

Separate coats in three-quarter length are worn with one piece dresses.

Skirts are again short, as a rule and somewhat scant. For suits and sports they are in wrap around style. In lighter fabrics one sees skirts with plaited panels or godets. Skirts entirely plaited are used for sports wear.

Linen dresses are shown with embroidered motifs in bright colors, also borders and other trimmings in attractive cross stitching.

On dresses of black or blue silk alpaca touches of color may be introduced as linings on loose panels or tiers, or as pipings.

Washable silk broad cloth in plain colors, and also in narrow and in broad stripes, is used for simple one-piece dresses. Some of these are in "slip over" style, others have inserted panels, and others again are finished with buttons from neck to hem, on a narrow panel plait that may be edged with plaiting.

Dresses of linen and voile are trimmed with hand-drawn lines and simple embroidery. For practical wear, dresses of voile will be popular.

Combinations of black and white are in great favor. Polka dotted silks and crepes are in good style. Eyelet embroidery is again shown in lovely costumes over black or colored foundations.

In bathing suits there are many new ideas; short skirts are trimmed with flounces or tiers, and are made bright by contrasting colorful trimmings.

It is predicted that sleeves will be an important feature of the new fashions. In the latest models there is a suggestion of the little puffed sleeves of 1810 which goes well with the gathered and high waisted styles now shown on afternoon frocks. The bishop sleeve is shown on dressy day dresses that are other than tailored styles.

4617. Ladies' Dress.

Cut in 7 Sizes: 36, 38, 40, 42, 44, 46 and 48 inches bust measure. A 40-inch size requires $4\frac{3}{4}$ yards of 40-inch material. The width at the foot with plaits extended is about $2\frac{3}{4}$ yards. Price 12¢.

4812. Girls' Dress.

Cut in 4 Sizes: 6, 8, 10 and 12 years. A 10-year size requires $2\frac{1}{2}$ yards of figured material, and $\frac{1}{2}$ -yard of plain material cut crosswise if made as illustrated of 32-inch material. Price 12¢.

4806. Ladies' Apron and Cap.

Cut in one Size—Medium. It requires $2\frac{1}{4}$ yards of 36-inch material for the Cap and Apron. The Cap alone requires $\frac{1}{2}$ yard. Price 12¢.

4798. Child's Play Suit.

Cut in 4 Sizes: 2, 3, 4 and 5 years. A 3-year size requires $1\frac{1}{4}$ yard of 32-inch material. Price 12¢.

4792-4791. Ladies' Costume.

Blouse 4792 cut in 6 Sizes: 34, 36, 38, 40, 42 and 44 inches

bust measure. Bodice Skirt 4791 cut in 4 Sizes: Small, 34-36; Medium, 38-40; Large, 42-44; Extra Large, 46-49 inches bust measure. To make Skirt and Blouse for a 38-inch bust size will require $5\frac{1}{2}$ yards of 40-inch material. For bodice of lining or other contrasting material 32 inches wide $1\frac{1}{4}$ yard is required. The width of the skirt with plaits extended is 2 yards. TWO separate patterns 12¢ FOR EACH pattern.

4818. Child's Dress.

Cut in 4 Sizes: 4, 6, 8 and 10 years. A 6-year size requires $2\frac{1}{4}$ yards of 27-inch material. Price 12¢.

4261. Ladies' Home or Porch Dress.

Cut in 7 Sizes: 34, 36, 38, 40, 42, 44 and 46-inches bust measure. A 38-inch size requires $4\frac{1}{4}$ yards of 32-inch material. The width at the foot is 2 yards. Price 12¢.

4819. Girls' Cape.

Cut in 5 Sizes: 4, 6, 8, 10 and 12 years. A 6-year size requires $1\frac{1}{4}$ yard of 40-inch material. Price 12¢.

FASHION BOOK NOTICE

Send 12¢ in silver or stamps for our UP-TO-DATE SPRING AND SUMMER BOOK OF FASHIONS, showing color plates and containing 500 designs of Ladies', Misses' and Children's Patterns, a CONCISE and COMPREHENSIVE ARTICLE ON DRESSMAKING, ALSO SOME POINTS FOR THE NEEDLE (illustrating 30 of the various simple stitches) and valuable hints to the home dressmaker.

Send to Dept. M. C. BEAUTY PATTERN CO., 1188-90 Fulton St., Brooklyn, N. Y.

Rapid Ready Change Maker

LEVER OPERATED

(Model 1921)

After twenty-five years experience manufacturing change carriers, being the first to originate such a device, we offer our new model, which by a simple adjustment throws ONE to FIVE coins from one or all tubes in any combination wished.

Holds fifty per cent more coins than other makes, with many new features not possible in others, that speed up fare collections. No springs to get out of order, will never rust or tarnish. Agents most cities, where not, will send for \$4.25. One style does for quarters, dimes, nickels or pennies. Our Slip Carrier, so well known, is \$2.50 either style, nickels or pennies.

A. F. NELSON, MFR.

Agents wanted
Special prices.

907 N. Front St.,
Harrisburg, Pa.



**TRACTION
UNIFORMS**
UNION MADE
*Write for Catalogue
Samples & Prices.*
**The Fechheimer
Bros. Co.**
CINCINNATI, OHIO.

TRACTION UNIFORMS

Regulation

Boston Elevated, Eastern Massachusetts
Boston and Middlesex, Etc.

\$37.00

Made of American Woolens Co. 382 blue cloth
formerly 382 Slater's
Alpacas and Serge Coats

THE "EL" UNIFORM SHOP

108 Dudley St. - Roxbury, Mass.

ALBERT A. BLACKMAN, Prop.

(Member of Local 589)

ATTENTION!**D. S. R.****Operators and Conductors***We're Featuring*

Regulation Blue Serge
Union Made

UNIFORMS

—extra value

\$32⁵⁰

(Convenient Terms if Desired)

Made strictly according to D. S. R. specifications, of No. 386 Wanskuk 16 oz. fine weave blue serge. Lined with twill blue serge cloth lining. We'll be pleased to show them to you at your convenience.

Clayton's

*Detroit's largest exclusive Men's
and Boys' Apparel Store*

S. W. Corner Michigan & Shelby since 1883

Price List of Association Supplies

Official Seal	.....	\$5.50
Propositions for membership blanks, per 100	.....	.50
Ritzsaks, each	.....	.35
Withdrawal cards, each	.....	.05
Traveling cards, each	.....	.05
Duplicate report books, each	.....	2.00
Constitutions, in lots of 100 or more, per 100	.....	4.00
Constitutions, in lots of less than 100, each	.....	.05
Financial secretary's order book on treasurer	.....	.35
Treasurer's receipt book	.....	.35
Association badges, rolled gold, each	.....	.50
Association badges, solid gold, each	.....	1.10
Association buttons, gold plate, each	.....	.30
Association buttons, rolled gold, each	.....	.50
Association buttons, solid gold, each	.....	1.10
Emblem cuff buttons, per pair	.....	1.10
Emblem tie clasps, each	.....	.70
Association charms, each	.....	1.10
Association lockets, each	.....	1.75
Cuts of official seal for use on printed matter, plain, each	.....	.70
Cuts of official seal, with flag design	.....	2.00
Transfer Cards, each	.....	.05
Recording secretary's minute books, 300 pages	.....	1.25
Gilt Seal, per box 50	.....	.50
Loose leaf membership ledgers. Ruled and printed on both sides, providing for a 12 year record of the payment of dues by your members.	.....
Loose leaf post binder, canvas with leather corners, each	.....	4.50
Price of sheets, in lots of less than 100, each	.....	.02 1/4
In lots of 100, or more, per 100	.....	2.50
In lots of 500, or more, per 500	.....	11.00
In lots of 1000, or more, per M	.....	20.00

All orders must be accompanied by express, post-office money orders or draft. No personal checks accepted. Otherwise supplies will not be forwarded.

THE PEOPLES STATE BANK

MEMBER FEDERAL RESERVE BANK

Capital, Surplus and Undivided Profits \$14,000,000



Twenty-six branches conveniently located bring the service of this great institution directly to your door.

BRANCHES

HARPER AND TOWNSEND
7679 JEFFERSON WEST
BAKER AND TWENTY-THIRD
MICHIGAN AVENUE AND JUNCTION
MICHIGAN, CORNER ADDISON
WARREN AVENUE AND THIRTIETH ST.
GRAND RIVER AND BROOKLYN
GRAND RIVER AND HOLMUR
CLAIRMOUNT AND LINWOOD
1523 WASHINGTON BOULEVARD
WOODWARD, CORNER PLOUETTE
OAKLAND AND KENILWORTH
WOODWARD AND ALEXANDRINE

FERNDALE AND LAWNDALE
HASTINGS, CORNER ERSKINE
GARFIELD, CORNER RUSSELL
RUSSELL, CORNER LYMAN
GRATTOT, CORNER RIOPELLE
CHENE, CORNER MILWAUKEE
CANTON, CORNER GRATTOT
FISCHER, CORNER GRATTOT
MACK, CORNER BALDWIN
FOREST AND CADILLAC
KERCHEVAL AND LAKEVIEW
JEFFERSON, CORNER BENTLEAD
TWELFTH AND SEWARD

To be well dressed and
neat in appearance, order

BATCHELDER MADE UNIFORMS



QUALITY & STYLE MAKE
BATCHELDER MADE UNIFORMS
A SOURCE OF SATISFACTION
TO EVERY WEARER.

For Sale by Dealers

WRITE FOR SAMPLES

FRED M. BATCHELDER CO.

120 HARRISON AVENUE
BOSTON

19

AUGUST 1924

The Motorman and Conductor

"Freedom Through Organization"



You too can make \$125⁰⁰ a week



"I had no experience in selling before going with GOODWEAR. Now I make \$125 a week regularly. I believe that any man who'll work can do the same and would advise every man who wants a fine paying job to write to GOODWEAR."

Peter Birdak

To earnest men everywhere we offer a wonderful opportunity taking orders for our fine, pure wool suits and overcoats, regular \$55 values, all at the one low price of \$31.75. Our values are so remarkable they sell on sight. You get your commissions in advance, simply take the orders, and we deliver and collect. Our salesmen are making \$50 to \$125 a week and even more.

No experience is needed and spare time will do. We teach and train you, supply the finest selling outfit in America, big 6x9 cloth samples and everything else you need, all packed in a beautiful carrying case. If you want to get into a high-class business, make big money, and be independent, write for full information today. Address Dept. 174

GOODWEAR Chicago, Inc.
West Adams St. at Peoria Chicago

Please send me complete information about your Line and the opportunity you offer. 174

Name

Address

Town State

ATTENTION!

D. S. R.

Operators and Conductors

We're Featuring

Regulation Blue Serge
Union Made

UNIFORMS

—extra value

\$32⁵⁰

(Convenient Terms if Desired)

Made strictly according to D. S. R. specifications, of No. 386 Wanskuk 16 oz. fine weave blue serge. Lined with twill blue serge cloth lining. We'll be pleased to show them to you at your convenience.

Clayton's

Detroit's largest exclusive Men's
and Boys' Apparel Store

S. W. Corner Michigan & Shelby since 1883

THE CHANCE OF A LIFETIME



\$10 STRING OF PEARLS \$1.99

WITH GENUINE SILVER CLASP CUT TO \$1.99
These exquisite, indestructible Serapi pearls are perfect reproductions of the genuine Oriental pearls that cost many thousands of dollars. They possess all the beauty, all the soft, gleaming iridescence, all the delicate, creamy coloring of genuine deep sea pearls. Perfectly matched and graduated. Beautifully engraved sterling silver clasp set with Rhinestone Brilliant. In handsome, satin-lined gift case.

WEAR THEM FREE FOR 10 DAYS

Send no money—just your name and address. Deposit with postman \$1.99 and postage when the pearls arrive. Then wear them ten days—show them to your friends—compare them with any \$10 pearl necklace in the jewelry stores. Then if you are not honestly convinced that this is the greatest pearl value you have ever seen, return the necklace to us within 10 days and we will gladly refund your money. Send your name and address today. We will not be able to duplicate these pearls at this ridiculously low price when our present stock is exhausted.

DE HOL, Dept. 328, 26 West Quincy St., Chicago, Ill.
Bank references:—Logan Square State Bank
If you want to save postage, send \$1.99 with order and we will send you the pearls postpaid with guarantee given with every string.

TRACTION UNIFORMS

Regulation

Boston Elevated, Eastern Massachusetts
Boston and Middlesex, etc.

\$37.00

Made of American Woolens Co. 382 blue cloth
formerly 382 Slater's
Alpacas and Serge Coats

THE "EL" UNIFORM SHOP

108 Dudley St. - Roxbury, Mass.

ALBERT A. BLACKMAN, Prop.

(Member of Local 589)

BETTER UNIFORMS

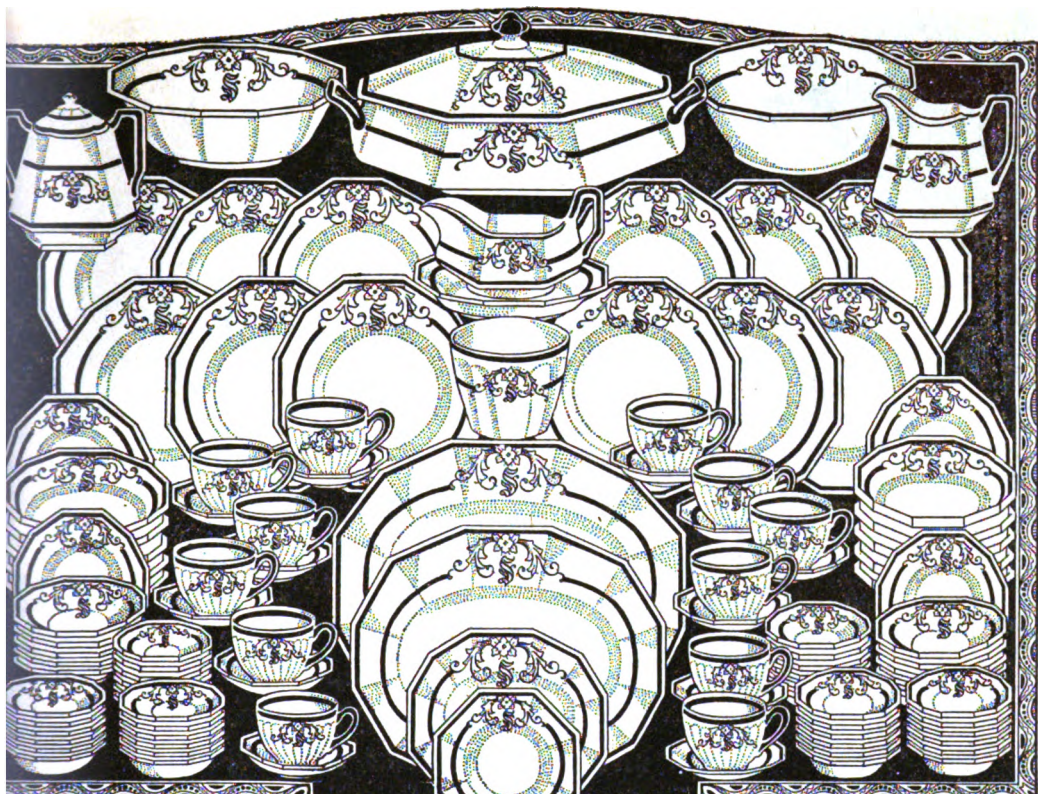
At the Right Price - Union Made

HEADQUARTERS for STREET CAR MEN

Terms if Desired

HOFFMAN TAILORING CO.

2341 Olive St. near Jefferson Ave.
ST. LOUIS, MO.



superb 110-piece set, with initial in 2 is on every piece, decorated in blue and with gold covered handles. consists of:
 Inner Plates, 9 in. 12 Sauces
 Breakfast Plates, 12 Individual Bread
 inches and Butter Plates, 6 1/2 inches
 Soup Plates, 7 1/4 in. 6 1/2 inches
 Oval Dishes, 6 in. 1 Platter, 13 1/2 in.
 Fruit Dishes, 6 1/4 in. 1 Celery Dish, 8 1/4 in.
 cups 1 Butter Plate, 6 in.

**Your Own
Initial
in Gold**

**In Two
Places on
Every Piece**

1 Sauce Boat Tray, 7 1/4 inches
 1 Vegetable Dish, 10 1/2 inches, with lid (2 pieces)

1 Deep Bowl, 8 1/4 in. 1 Sauce Boat, 7 1/4 in.
 1 Oval Baker, 9 in. 1 Creamer
 1 Small Deep Bowl, 6 inches 1 Sugar Bowl with cover (2 pieces)

in Only a Dollar Bill to Coupon

Send this sensational offer from Hartman, the Largest Home Furnishing Concern in the World. Then send for this beautiful piece blue and gold decorated Dinner Set, and get FREE with it handsome 7-piece Fish and Game Set. No postal or express or check needed—only a dollar bill, that's all, and that is your first payment. Pay nothing more for 30 days, then only small monthly payments if you keep the set. Only by seeing this splendid dinnerware can appreciate its exquisite beauty and superior quality. Every article in the set has a clear, white, lustrous body, decorated with rich gold edge, mazarine blue follow band and two pure gold Old English initials, surrounded by gold wreaths. Handsles Covered with Gold. Every piece guaranteed perfect.

110-piece Colonial Initialed, Blue and Gold Decorated

FREE BARGAIN CATALOG

Over 300 pages of which 60 pages are in actual colors of the world's great bargains in Furniture, rugs, carpets, draperies, aluminum, sewing machines, silverware, watches, etc.

30 days' free trial. Easy monthly terms on everything you buy. Opening an account with us is like opening a charge account at your local store, but you have nearly a year to pay Hartman's. Ask for Catalog No. E 6663

FREE GIFTS

Book also explains Hartman's wonderful gift plan which brings you, absolutely FREE with purchases, many splendid articles such as glassware, dishes, silverware, toilet sets, jewelry, table linens, etc.

Send Post Card Today for Your FREE Copy "Let Hartman Feather YOUR Nest!"

Dinner Set

Just the \$1 and coupon and we ship both the Dinner Set and Free Porcelain Set. Use both sets 30 days. If not satisfied, return them and we refund the \$1 and pay transportation charges both ways. If you keep them, take nearly a year to pay balance due on Dinner Set—a little every month. Fish and Game Set is FREE. Order No. 320FFMA24. 110-Piece Dinner Set. Our Bargain Price, \$33.65. \$1 with Order. \$3 Monthly. 7-Piece Fish and Game Set is free.

IMPORTANT! Hartman guarantees every piece in this set is absolutely first quality—no "seconds." This is a standard or "open" pattern. Replacement pieces may be had of us for 3 years. Each piece wrapped in tissue paper. Excellent packing to prevent breakage. Shipped at once.



FREE Full Size, 7-Piece Porcelain Set for Fish or Game

This beautiful 7-piece set of handsome, durable porcelain comes to you absolutely FREE, when you order the 110-piece Dinner Set. Includes one 11 1/2-inch platter and six 7-inch plates, all with assorted tinted borders and attractive colored designs in center. Costs you nothing either now or later. Every home should have this set for company, special occasions and home decoration.

Just Pin a Dollar Bill to Coupon — Mail Today!

HARTMAN FURNITURE & CARPET CO.
 Dept. 6663 Chicago, Ill.

I enclose \$1.00. Send the 110-Piece Dinner Set No. 320FFMA24, Price \$33.65, and with it the 7-Piece Porcelain Set absolutely FREE. I am to pay nothing further for goods on arrival—only the small freight charges. I am to have 30 days' free trial. If satisfied, I will send you \$5.00 monthly until full price of Dinner Set, \$33.65, is paid. Will pay nothing at any time for the 7-Piece Porcelain Set. Title remains with you until paid in full. If not satisfied after 30 days' free trial, I will ship all goods back and you will refund my \$1.00 and pay transportation charges both ways.

Name.....
 R. F. D., Box No.....
 or Street and No.....
 Town..... State.....

**Print Initial
You Want Here**

HARTMAN FURNITURE & CARPET CO.
 Dept. 6663

Largest Home Furnishing Concern in the World

Copyright, 1924, by Hartman's, Chicago CHICAGO



Style No. 20

Wear Better Uniforms

BY putting your trust in a Bloch Uniform of quality you insure yourself against dissatisfaction.

Twenty years of knowing how has enabled us to offer Traction men everywhere the best uniform that money can buy.

Strength in every part that has a strain, materials of proven long-wearing value, design and tailoring of a superior quality that assures every customer the comfort and appearance he enjoys.



The
Bloch
Company

Cleveland, O.

*Send me, free, a
Trolley Jim Time Book.*

Name.....

Address

*Ask your dealer for a Bloch
Uniform of Quality. It will pay.*

The Bloch Company

Uniforms of Quality

Cleveland - Ohio

BROTHER SIDNEY VANNESS Div. No. 26, Detroit, Mich.



SIDNEY VANNESS

At an election of the Detroit United Railway Branch of Division No. 26, held July 29, Brother Sidney Van Ness of the Detroit, Monroe & Toledo Railway was elected Business Agent. Approximately 700 votes were cast, of which Brother VanNess received more than 500. His opponent was Brother Leslie Caldwell, a conductor on the same system, who had previously served as Executive Board Member and Business Agent of the D. M. & T.

Branch. Brother VanNess is a native of Michigan, whose parents were farmers in the upper part of the lower peninsula. His first work off the farm was with the Detroit United Railways, where he obtained employment as a motorman, shortly after arriving in Detroit, some 12 years ago. He has been serving as business agent since the company took the position that the business agent and officers of the Local, with which it would do business, must be employees of the D. U. R. He was originally elected by the Joint Advisory Board of the D. U. R. Branch of Division 26, Division No. 90, Port Huron, and Division No. 111, Ypsilanti, Michigan, and his service has been very satisfactory. Brother VanNess is 34 years of age and since his acquirement of membership in the Amalgamated Association has been an active and devoted member of organized labor.

PUBLIC UTILITIES FINANCE MOVEMENTS

January 28, 1924, under the laws of Maine, was incorporated the Electric Railway Securities Company. The reports show that the Electric Railways Securities Company owns practically all of the preferred and common stock of the Union Railway, Gas and Electric Co., which company controls through stock ownership electric railway companies as follows:

Grand Rapids Railway Company; Michigan Electric Railway Co.; Michigan Railroad Co.; Grand Rapids, Holland and Chicago Railway Co.; Rockford (Ill.) and Interurban Railway Co.; Rockford (Ill.) City Traction Co.; Janesville (Wis.) Traction Co.; the Saginaw (Mich.) Transit Co. and Springfield, (Ill.) Street Railway.

The controlled companies furnish street railway service in Grand Rapids, Saginaw, Lansing, Battle Creek, Jackson and Kalamazoo, Mich.; Rockford, Ill., and Janesville, Wis., and the interurban Michigan electric railway systems and the interurban systems connected with Rockford, Ill., Janesville, Wis. and Springfield, Ill.

Of the capitalization representation of the various companies, the Electric Railways Securities Co. owns of the Grand Rapids

Railway Co. \$4,006,500 of the \$7,960,000. Of the \$16,035,148 of represented capitalization of the Michigan Electric Railway Co. the Electric Railways Securities Co. owns \$2,211,098. The control, however, is represented in stock ownership of 100,000 shares of common stock, of which the Electric Railways Securities Co. owns 87,228 of the 100,000 shares with \$444,600 of preferred stock "A" and \$400,000 of preferred stock "B"; the Company is represented as also owning \$1,216,550 of the \$7,190,500 first and Refunding Five Per cent "A" Bonds due in 1948. Of the Michigan Railway Co. capitalization represented to be \$13,607,019, the Electric Railways Securities Co. owns \$9,557,019. In respect to the Grand Rapids, Holland and Chicago Railway, the Electric Railways Securities Co. is represented as owning \$2,546,549 of the \$4,023,149 represented capitalization. Of this property the Electric Railways Securities Co. owns all of the \$836,800 of preferred stock and \$486,300 of the \$487,900 common stock. Of the Saginaw Traction Co. the Electric Railways Securities Co. owns \$1,123,000 of the represented capitalization of \$2,668,000. In this company the Electric Railways Securities Co. is represented as owning \$498,000 of the \$1,479,000 preferred stock and 18,863 of the 20,000 shares of common stock. Of the Rockford and Interurban Railway property, the Electric Railways Securities Co. is represented as owning \$5,000,596 of the \$8,090,439 represented capitalization. Of this property the Electric Railways Securities Co. is represented as owning all busses and equipment—\$27,714; All preferred stock—Two Million Dollars; and all common stock—Two Million Dollars. The Janesville Traction Co. capitalization is represented at \$310,322, all owned by the Electric Railways Securities Co.

The officers of the Electric Railways Securities Co. are: Geo. E. Hardy, President; B. C. Cobb, Vice-President; Jacob Hekma, Vice-President; A. L. Loomis, Vice-President; H. G. Kessler, Comptroller; G. H. Bourne, Secretary; Geo. Sprague, Jr., Treasurer; E. E. Nelson, Assistant Secretary; O. R. Coleman, Assistant Treasurer, all of New York; C. A. Pearson, Assistant Secretary and Assistant Treasurer, Philadelphia.

The Board of Directors of the company are: Mr. Geo. E. Hardy, B. C. Cobb, Jacob Hekma, Anton G. Hodenpyl, J. C. Weadock, A. L. Loomis, Waldo S. Reed, A. A. Tilney, L. K. Thorne, E. M. Williams, W. M. Flook, New York; C. M. Clark, E. W. Clark, E. W. Clark, 3rd, Philadelphia; J. W. Barr, Jr., Louisville, Ky.; E. S. Coleman, Providence, R. I.; Ralph Stone, Detroit, Mich.; W. W. Tefft, Jackson, Mich.; L. H. Withey and Clay H. Hollister, Grand Rapids, Mich.

As before stated, the company owns practically all of the preferred and common stock of the Union Railway Gas and Electric Co., the officers of which company are listed as officers of the Electric Railways Securities Co. Included in the list of officers of the Electric Railways Securities Co. are the

directing officers of the Grand Rapids Railway Co., of which Mr. B. C. Cobb is President and Mr. H. G. Kessler Comptroller; the Michigan Electric Railway Co. has Mr. B. C. Cobb as Vice-President and H. G. Kessler, Comptroller; while Mr. B. C. Cobb is President of the Michigan Railroad Co., Vice-President of the Grand Rapids, Holland and Chicago Railway Co., President of the Janesville Traction Co., President of the Rockford and Interurban Railway Co., and Mr. H. G. Kessler appears as Comptroller of the Saginaw Transit Co.

The Commonwealth Power Railway and Light Co., it is reported, in June, 1923, took steps to dissolve. The plan was to distribute one share of common stock of the Commonwealth Power Corporation, and one-half share of the Electric Railways Securities Co. for each share of the Commonwealth Power Railway and Light Co. The Commonwealth Power Corporation is represented as having been incorporated May 16, 1922, in Maine, and through ownership of all the common stocks and a portion of the preferred stocks of properties controlled to include the Consumers Power Co., the Central Ill. Light Co., Illinois Power Co., Illinois Electric Power Co., Southern Indiana Gas and Electric Co., The Ohio Edison Co. (successor to The Springfield (Ohio) Light, Heat & Power Company), Utilities Coal Corporation and United Appliance Co. Through ownership of stocks mentioned, Commonwealth Power Corporation controls and operates one of the largest and most important public utility systems in the United States, being engaged principally in the production and sale of electricity for light and power, and gas as fuel. One or more of these classes of public service are rendered to over 200 communities including Grand Rapids, Battle Creek, Jackson, Lansing, Saginaw, Flint, Kalamazoo, Bay City, Muskegon, Cadillac and Pontiac, Michigan; Peoria, Pekin, Springfield, DeKalb and Sycamore, Illinois; Evansville and Mount Vernon, Indiana; Springfield, Marysville and Urbana, Ohio. Combined population of territory served is estimated in excess of 1,200,000.

Distribution of Commonwealth Power Corp. Com. Stock by Commonwealth Power Ry. & Light Co.—In accordance with the plan of separation of the power and light properties from the railway properties of the Commonwealth Power Ry. & Light Co., determined upon in May, 1922, the Commonwealth Power Corp. (formed to take over the power and light properties) upon formation issued to the Commonwealth Power Ry. & Light Co. 180,000 shares of Com. stock of no par value, which was placed in the treasury of the latter company. In November, 1922, the C. P. R. & L. Co. offered to holders of its 6% Pfd. stock and dividend scrip the privilege of exchanging their stock for 6% Pfd. stock of Commonwealth Power Corp. on the basis of 1 and $\frac{1}{2}$ shares of the latter for each share of Commonwealth Power Ry. & Light Co. stock, plus \$19.50 per share in scrip at par or in cash. As a result of this offer over

99 $\frac{1}{4}$ % Pfd. stock was acquired and cancelled and for the remaining $\frac{1}{4}$ % sufficient Pfd. stock of the Commonwealth Power Corp. was reserved. On January 31, 1923, the Commonwealth Power Ry. & Light Co. offered to distribute to its Common stockholders 1 share of Commonwealth Power Corp. Com. stock, together with $\frac{1}{2}$ share of Electric Railway Securities Co. capital stock (formed to take over the street and interurban railway companies of the Commonwealth Power Ry. & Light Co.) for each share of Com. stock of Commonwealth Power Ry. & Light Co., the surrendered stock to be cancelled. As of June 1, 1923, practically all the stock had so been exchanged, and the Commonwealth Power Ry. & Light Co. was taking steps to dissolve.

More than three-fifths of the gross earnings of the properties of the Corporation are contributed by the electric department. About one-half is utilized for lighting, which is divided almost equally between residential and commercial lighting, and the other half is used principally for power, a part being delivered to electric railways and other public utilities.

About one-fifth of the gross earnings are derived from the sale of gas, practically all of which is used as fuel for household and commercial purposes.

The remaining one-fifth of the gross earnings is derived from the heating, water, electric, railway, coal and appliance departments.

Operating statistics for the year ending December 31, 1923, show as follows:

1923	
Elec. Sales in K. W. H.	629,215
Electric Customers	25
Gas Sales in Cu. Ft.	4,249,271
Gas Customers	12
Rev. Pass. carried	25,09

The consolidated income account of the Commonwealth Power Corporation and its subsidiaries show that for the year 1923 the earnings of the electric department aggregated \$18,590,274, as against \$14,09 for the year 1921. Earnings of the department for the year 1923 aggregated \$5,518,016. Aggregate earnings for the railway department amounted to \$1,64 as against \$1,639,018 for the year Heating, water, coal and appliance department earnings for the year 1923 aggregated \$4,364,610. The total is given as \$30,763, as against \$23,964,937 for the 1921. Operating expenses and taxes for year 1923 aggregated \$18,251,549, leaving net income of \$11,869,214. For the 1921 this aggregate net income was \$9,654.

After paying dividends, fixed charges, sub-companies, etc., and deducting amount available for depreciation, etc., and dividends on securities of the Commonwealth Power Corporation, and interest charges, there remains a balance available for further dividends and depreciation \$5,592,925.

Preferred dividends of the Commonwealth Power Corporation aggregated \$1.44

preciation and replacement, \$1,840,972, leaving a balance on hand of \$2,311,953 for the year 1923, as compared with \$709,343 for the year 1921. It will be borne in mind that this statement shows the earnings or profits developing from the operation of the various properties that are owned and controlled by the principal owners and controllers of the Commonwealth Corporation. The Michigan Electric Railway statement for the year ending December 31, 1923, which embraces the results of the properties acquired December 1, 1923, shows receipts for the year 1923 of \$2,720,000, with operating expenses and taxes aggregating \$2,200,408, showing net earnings of \$519,734. Interest and other fixed charges aggregate \$408,542, leaving available for depreciation and dividends \$111,192. The data and finance history gives some idea of the movements of electric railway utilization promoters.

THE NON-UNION MEN

- They have no political organization to test against social and industrial wrongs.
- They never faced their management with a demand backed by the power to succeed.
- They never helped raise Maintenance Way rates of pay, or to fix a wage scale.
- They never put a man back to work who was unjustly discharged.
- They never signed a working agreement providing for overtime, seniority, promotion or discipline rules.
- They never checked a greedy employer, nor prevented an unfair wage cut.
- They never sent a committee to Washington, nor any state legislature in support of a labor bill.
- They never secured an arbitration board bureau, nor any other labor regulation beneficial law.
- They never failed to take all the increases, improvements in working conditions, and benefits of every kind that were secured by union men working on the tracks and bridges with them.
- They can't deny that this is all true.
- They can join the Brotherhood and have a man among men whenever they get tired of depending on others to fight their industrial battles for them.—Mainence of Way Employees Journal.

One who rides pretty constantly in the city cars of this city must have noticed painstaking care of almost all the motor-cars as they discharged their daily duties. There are sections of the city in which constant vigilance is the price of safety. So many things are possible in these busy urban days, the streets are traversed by so many rapidly moving vehicles that continued patience is a great virtue. We have observed the motormen of Altoona ever since they began operations and we believe their constant carefulness has prevented many an accident and saved many lives. And so being glad we are glad to pay this little public tribute to our faithful friends, the motormen.—Altoona (Pa.) Daily Record.

THE RAIL CAR AND MOTOR BUS

The general public and the business element of large communities dependent along business lines upon street railway transportation seem not to grasp the fact that the cheapest and best transportation facility is produced by a monopoly control of the transportation, subject only to the supervision and direction of community authority. It was the original system that led to low wages, high fares and poor equipment that granted rights to various competing companies within the respective communities. Nearly every city of considerable size had from three to fifteen competing street railway systems. It was not until these various companies were forced by the deflecting influence of competition to merge and form a monopolistic company without anything like reasonable service and comfortable and convenient car equipment developed within the community. Now a deflating of money has resulted in the return of competitive transportation means in nearly every community within which there is a cream district to support the competition, and the result is the establishment of fare rates even in excess of what is necessary to meet the value depreciation of money. Mr. Albert T. Perkins, manager for the Receiver of the United Railways Company of St. Louis recently presented before the Board of Public Service an address in the matter of a petition of the Peoples Motorbus Co. for permits to operate motor busses over additional routes in St. Louis. This address contains suggestions that apply in every large community where street railway service is necessary. It shows the inability of busses to care for the street railway service of large cities and it shows that even their operation within large cities must be within the cream district at a higher rate of fare than is necessary for rail cars. The address presented by Mr. Perkins before the St. Louis Board of Public Service is here published as follows:

Honorable President and Members of the Board of Public Service:

May I first express my appreciation of your courtesy in granting me this special opportunity to present to you certain aspects of the St. Louis Motor-bus situation. I feel confident that after considering what I shall say, you and the public will agree that your allowing me this much of your valuable time has been in the interest of both justice and the public welfare.

There are peculiar difficulties in dealing with the present situation:

First: The Receiver of United Railways Company is the Agent of the United States Court, and is both subject to the restrictions laid down by the Court in the Receivership order and is bound by the Court Order to conserve to the best of his ability the property and rights entrusted to him and to carry out the obligations of the corporation to the municipality, to the state, and to the public.

Second: The rights and obligations connected with the property in his charge come

from direct legislative grant from the Board of Aldermen or the predecessor Municipal Assembly.

Third: In respect to the character, quality, methods, and sufficiency of the service, and of the rates charged therefor, the Receiver is subject to the jurisdiction of the State Public Service Commission.

Fourth: In innumerable details great and small in carrying on the construction, maintenance and operation of the properties in St. Louis, the Receiver is subject to the jurisdiction of the St. Louis Board of Public Service.

In connection with all this the Receiver furnishes each month sworn statements to the Public Service Commission, to the United States Court, and to the City of St. Louis, including detailed balance sheets, and statements of all income and expenditures in great detail. These are always open to inspection of the press and of the public.

On the other hand, the Motor-Bus Co. operates simply under temporary permits issued by the Board of Public Service, based on provisions of Ordinance 30911, is owned primarily and controlled in Chicago, with only nominal headquarters in St. Louis, making public simply its gross receipts quarterly in its quarterly reports to the City and is under no obligation to and is without the jurisdiction of the Public Service Commission.

Whatever the validity of the present permits under which it operates, I shall beg the liberty later of arguing that under no circumstances can the agreements or even general understandings under which the permanency of these bus lines has been asked for by your Honorable Body and promised by the Motor-Bus Co. be legal under the terms of Ordinance 30911.

In the beginning therefore, I want to clear up certain misunderstandings due to statements credited to Motorbus officials, in the Public Press. One of the most flagrant of these is that of Mr. Ritchie of Chicago (I quote exactly from the press), "that J. K. Newman, who is directing the reorganization of the railway company, failed to comply with the conditions of the contract." What contract? I am not a member of Mr. Newman's organization or of his Committee, and have no responsibility of any kind to him. But I have made inquiries about him from those who have had dealings with him and have closely observed him since he began taking an active part in the working out of a reorganization of United Railways of St. Louis; and I believe he is a man who scrupulously keeps his contracts to the letter.

I take it Mr. Ritchie refers to a tentative trade for the purchase of the Bus Company by the so-called Reorganization Committee of United Railways Company at a price said to be \$2,400,000.00, fully 200% of the probable total investment. I am reliably told that a part of that proposed trade was that the Bus Company should submit for the examination of the Committee complete statements of all its affairs up to date; but that it has failed to do; and as you are aware there were no reports of the details of

its affairs made either to the City or to the Public or to any Commission, to which Committee might go for information.

Now, if you will consider that the City of St. Louis has fought before the Public Service Commission and in the Courts for the valuation of the United Railways which should be not only not in excess of the value which would be less than the money actually put into the property, you will not wonder that urgent as the situation seemed to the United Railways Security holders, they not seen fit to pay for these busses, but to take them into a reorganized railway company, 200% of their cost.

No franchise value was allowed for the Railways in its valuation; but this proposed trade would be placing a franchise value of 100%, or more than a million dollars, on these busses.

It may be said the Motorbus people do not care to sell out. Perhaps not; but let me read you from the N. Y. Times of July 16th a report of the policy expressed by Mr. John Hertz also of Chicago, the head of the organization which controls the motorbus business in St. Louis:

"Chicago, July 15—Plans embracing the extension of motor coach operation to city and rural communities in every part of the United States are being made by the Omnibus Corporation of America, according to a statement made today by John Hertz, Chairman of the Board of Directors. The corporation is a consolidation of the First Avenue Coach Company of New York and the Chicago Motor Coach Company.

"Mr. Hertz said that it was not the purpose of the corporation to enter into competition with street car companies on city roads, but to work with them for the rehabilitation of street car companies on the lines of railroads in sections where the service was now inadequate."

I have merely mentioned this matter to clear up the general situation, and will not get back to the immediate situation. I will not again at this time go into at least the injustice of issuing permits for the operation of busses over main lines of United Railways where the Bus Company may take the cream (if there be any cream) of the business. But the records we have kept show these permits were issued show a constant interference with the exercise by the United Railways of the rights of operation granted the railway companies by franchise. The main trunk of the Bus Company is on Washington Avenue where consideration for the franchise to the United Railway the Receiver of United Railways pays to the City, besides the mill and property taxes, and the paving, 34% of gross earnings. The Receiver is not allowed a reasonably free exercise of the franchise. Without serious reduction of street railways severice, passengers lost from United Railways by the Bus Company and will be practically a straight loss of income of the railways. For example, the proposed Union Avenue bus line, passengers would mostly be taken from service already provided.

Now frankly it seems to me that the continuance of this policy of issuing bus line permits will have certain very serious consequences both during and at the close of the receivership.

First: During Receivership, the issuance of these permits will make necessary either

- (1) An increase in street car fare affecting fully 90% of the traveling public, and
- (2) A material reduction in service, or
- (3) A material reduction in wages, and
- (4) The loss of regular runs by a considerable number of motormen and conductors, and reduction in number to others.

The City Administration has always fought any increase in fares; and presumably does not want that result.

The people as a whole, we know, do not want a reduction in service.

There have been representatives of the City who were apparently of opinion that the wages of United Railways employees were too high; but I desire to state frankly that in my opinion the wages of our men are not excessive; and that both from my own observation and from the many letters and expressions of commendation which I receive, the vast majority of our men are trying to do an efficient, good and careful job of service to the public.

The issuance of these permits is therefore going to work an injustice to the hundreds of thousands of citizens who use the street cars, and to the 6500 street railway employees who, with their families, represent more than twenty thousand good citizens of St. Louis.

But when we come to a reorganization of the United Railways which every effort is now being made to bring about, another serious situation may develop which I should bring to your notice.

United Railways can be reorganized and taken out of receivership only by means of a foreclosure sale. The low valuation placed on the property by the Public Service Commission has already made difficult the necessary financial arrangements for a sound reorganization, in which millions of new money will be necessary and which cannot be obtained without some security in matter of earnings. This bus situation has added to and is now adding to the difficulty at this crucial time.

The Receiver has regularly paid the current mill tax. But the City of St. Louis is in the position of a creditor on the old mill tax judgment amounting in principal and interest to approximately \$3,000,000.00. If with the added incubus of this bus situation the United Railways property does not sell at foreclosure sale for more than enough to satisfy the bonded indebtedness, the City would seem in danger of losing this \$3,000,000.00.

And this situation will further entail added losses to thousands of St. Louis citizens who are holders of United Railways securities; for the United Railways is primarily a St. Louis institution and not a Chicago affair.

As I have stated repeatedly in the past and in my brief of April 30, 1924, I realize

the urgency of extensions of service into certain districts now not supplied by service; and near as we believe a reorganization of United Railways to be we cannot insist that such an extension of service should necessarily wait even on the reorganization, but we thoroughly believe that all this service should be a co-ordinated service between the street railways and the busses. For example, I believe, as I stated to your Honorable Body fully two years ago, that a bus system should be put in to take care of the Lindenwood District which I understand to be at present the most pressing case before your Body. I therefore propose that subject to permission of the U. S. Court and the Missouri Public Service Commission, which I believe can be obtained, a permit be issued to the Bus Company for service beginning at Wood Street where transfers should be made to and from the Tower Grove line street cars and looping through Lindenwood. The ten-cent fare in that district within the City Limits to cover transfer to the street railways, and the street railway fare plus 3¢ to cover transfer to the busses. This would make for a very large proportion of the people to their destinations a ten-cent fare instead of a 17-cent fare; as in a considerable proportion of cases they would have to use the street cars anyway. The division of this ten-cent fare as between the United Railways and the busses in this case we should be willing to leave to the decision of the Missouri Public Service Commission.

We doubt very much if this service into these outlying districts will pay expenses, but nevertheless we admit that it should be given and those interested in the reorganization of the United Railways intend to give it.

Several other situations where this same arrangement could be worked out and agreed on with your Honorable Body exist.

If this arrangement is not acceptable to the Motor Bus Company, I have been authorized by certain parties interested in the reorganization of United Railways to say that a separate bus company will be immediately formed to provide this supplemental service with transfers for the ten-cent rate to and from the street railway cars under the direction of your Honorable Body, and that this new Company will be prepared to make further extensions of such service as needed. The parties in question are prepared to have a sufficient number of busses in operation within 90 days.

President Coolidge is credited with recently having said: "I do not favor a corporation government, a bank government, a farm government or a labor government. I am for a commonsense government by all the people,—" Really no matter what President Coolidge may favor, the fact is that class control is sought and as long as class control is sought it will be class control. And in that banks and corporations walk hand in hand, and usually dictate as to the nominees and policies of political parties, one can easily guess what class is usually in control.



The Motorman and Conductor



Official Journal of the Amalgamated Association of
Street and Electric Railway Employees of America

PUBLISHED BY THE ASSOCIATION
Monthly, at 260 E. High St., Detroit, Mich.
W. D. MAHON, President

EXECUTIVE COUNCIL

W. D. MAHON	.....	International President
WM. B. FITZGERALD	.....	First Vice-President
P. J. O'BRIEN	.....	Second Vice-President
W. S. McCLENATHAN	.....	Third Vice-President
FRED A. HOOVER	.....	Fourth Vice-President
GEORGE A. DEAN	.....	Fifth Vice-President
P. J. McGRATH	.....	Sixth Vice-President
ALBERT E. JONES	.....	Seventh Vice-President
JAMES LARGAY	.....	Eighth Vice-President
J. B. WILEY	.....	Ninth Vice-President
M. J. MURRAY	.....	Tenth Vice-President
C. U. TAYLOR	.....	Eleventh Vice-President
JOHN M. PARKER	.....	Twelfth Vice-President
L. D. BLAND	.....	International Treasurer

GENERAL EXECUTIVE BOARD

EDWARD McMORROW	A. H. BURT
MAGNUS SINCLAIR	WILLIAM F. WELCH
P. J. SHEA	J. B. LAWSON
JOHN H. REARDON	ALEX J. MCGUIRE
R. L. REEVES	..... Secretary

Correspondents will please address all communica-
tions for publication to R. L. REEVES, Editor.
Subscriptions payable to W. D. Mahon, President.

SUBSCRIPTION

Per Annum, \$7.50 Single Copy, 10 cents.

ASSOCIATION

Articles of Constitution

Section 1. The objects of this Association shall be
to organize Division Associations.

Sec. 2. To place our occupation upon a high plane
of intelligence, efficiency and skill; to encourage the
formation in Division associations of Sick Benefit
Funds; to establish schools of instruction and ex-
amination for imparting a practical knowledge of
modern and improved methods and systems of trans-
portation and trade matters generally; to encourage
the settlement of all disputes between employer and
employees by arbitration; to secure employment and
adequate pay for our work; to reduce the hours of
daily labor and by all legal and proper means to
elevate our moral, intellectual and social condition.

Unsigned communications cannot be published.
Names of correspondents will not appear with their
products unless by special permission of the corre-
spondent. Matter for publication should be in not
later than the 2nd of the month, and should be
written on one side of the paper.



Information comes to the General Office
of the Amalgamated Association that the
estimable wife of President Julius Luch-
singer of Division No. 627, Cincinnati,
Ohio, was buried August 11. Brother
Luchsinger is well known to the Association
through the delegates attending the last
two conventions of this Association, in
which he was a representative of the Cin-
cinnati Local and took very active part
in the deliberations and discussions of the de-
legates. He has been for several years
president of the Cincinnati Local and both
he and Mrs. Luchsinger were highly
esteemed. Sincere sympathy is extended to
Brother Luchsinger and his family in this
dark hour of immeasurable grief.

The American Federation of Labor Execu-
tive Council at its recent meeting in Atlantic
City, N. J., endorsed Robert M. LaFollette
as the presidential candidate. The purpose
of the Executive Council in endorsing a
candidate for president is to place before the
public the assurance that through a thorough
investigation of the platforms and principles
to which the various candidates for president
are committed, those upon which the candi-
dacy of Senator LaFollette rests embrace a
policy of general service to the best interests
of the people of the Nation. The Executive
Council, in the study of the principles and
platforms of the two old parties, found them
committed to class purpose in service and
has so announced before the voters of the
United States. It is embodied in the report
of the Executive Council bearing upon the
conventions of the Republican and Demo-
crat parties, that the progressive principles
advanced by the labor movement were
ignored by both of those parties in preference

to the selfish interests of special privilege,
and labor sought nothing of the two old
parties but that which was in the interest of
the common weal, and would have been of
service in line of progress of the entire people
of the United States, without class dis-
tinction.

Until wage earners enter political parties
with a united determination to dictate who
shall be the nominees and upon what policies
the parties shall proceed in governmental
affairs, Labor will have little to do in the way
of participatin in governmental affairs, except
through united purpose to rebuke mistreat-
ment by defeating individuals who are the
instruments of class control, regardless of
what party those it is designed to defeat
belong. The only way this policy can be
carried out is through associate effort—or-
ganization—and organized labor, in a measure,
is carrying out this policy. Even those who
represent class interest do not like to be
defeated.

Justice John Ford of the New York State
Supreme Court, pays his respects to the ab-
solute despotism of the Supreme Court of
the United States and appointive courts.
He is quoted as saying: "The Supreme Court
of the United States is an absolute despotism.
It is beyond the control of Congress, of the
Constitution, of the people and of any auth-
ority which is directly, or indirectly respon-
sible to the people." This is very good argu-
ment for the adoption of an amendment to
the Constitution of the United States that
will provide for a means to overcome such
decisions of the Supreme Court of the U. S.
that annual child labor laws and laws restrict-
ing the use of injunctions in labor disputes,

or for that matter any other law the people want. Sustaining Judge Ford's petition, U. S. Senator Shipstead, one of the progressives in the U. S. Senate, in a recent address in Seattle, Washington, said: "Workers are deprived of their rights under the law. Workers are made subjects of the irresponsible will of what is sometimes called the conscience of our judges sitting in courts of equity, through the misuse of the power of injunction. In other words, so far as labor is concerned, government by injunction is displacing government by law."

There is only one way for Labor to gain respect. That way is to organize. Can anyone doubt that? If so, let him solve the question as to why employing corporations use every conceivable means to prohibit or dissuade workers from organizing. Is there anyone who can fail to understand? Employing corporations and managements have only one purpose in view. Everybody knows what that purpose is. It is to make money on investments. There is not an existing employing concern in which the stockholders have invested money with a view to improve the conditions of labor. Isn't that true? The purpose is to get a return on the investment. And where is the conscience limitation of the magnitude of that return? Put before investors the assurance of 100 per cent return for money invested for four years, or ten years, and see how many investors will apply in their endeavor to purchase the stock, and in stumbling over one another to get hold of the stock those investors will give very little thought to labor. They will be after the \$400 return for \$100 invested.

Has it ever been known that wage rates were ever voluntarily fixed on a basis of return on investment? There may be instances, but they are very remote, except where an endeavor is made to protest increased wages on the ground of inability to pay. Income rates on investments in employing properties have been known to be excessive—extremely excessive. There are employing concerns operating today where return on investment is exceedingly excessive. Are the wage rates paid extremely excessive? By such corporations participation in the extremely excessive return by labor is prohibited, isn't it? Some of those concerns, in fact it is generally so, pay the very lowest standard of wage possible, with which to employ labor and unite in an endeavor to keep three bidding for two jobs. Isn't that so? Is there a political remedy for all of this? If so, is it far or near? Isn't it a fact that the only remedy is organization? It is the experience of Labor that organization is the only remedy. And those extracting excessive profits are the ones most vicious in withholding and obstructing organization of wage workers. But there is the possibility of organization. It has been so demonstrated. Because there are some eight millions of wage workers today organized in the United States and Canada. They have stemmed the tide of opposition, and they have demonstrated that it is the means of gaining respect for labor.

The 44th annual convention of the American Federation of Labor will be held at Liberty Hall, El Paso, Texas, beginning at 10 o'clock Monday morning, November 17, 1924, and will continue in session from day to day until the business of the convention shall have been completed. President Samuel Gompers and Secretary Frank Morrison of the A. F. of L. have issued the call for the convention. National and International Unions will be permitted one delegate for less than 4,000 members; 2 delegates for 4,000 members or more; 3 delegates for 8,000 members; 4 delegates for 16,000 members; 5 delegates for 32,000 members; 6 delegates for 64,000 members; 7 delegates for 128,000 members; 8 delegates for 256,000 members and 9 delegates for 512,000 members. There is but one union within the American Federation of Labor that will be entitled to 9 delegates, or more, and that is the Miners' Union. This will be a vastly important convention, due to the material interest of the workers in the endeavor to abolish the competition of child labor and also to correct the injunction abuse by promoting an amendment to the Federal Constitution limiting the latitude of court rule, which is today exercised as applying to labor along a despotic course equally as repugnant as any of the monarchical regimes of the forms of government in the Old Country.

THANKS ASSOCIATION FOR DEATH BENEFIT

Among letters recently received from beneficiaries of deceased members, is one from Mrs. John McCarthy, whose late husband was a member of Division No. 697, Toledo, Ohio, expressing gratitude to the Association upon receipt of the \$800 death benefit. Mrs. McCarthy's letter reads:

"Toledo, Ohio,
August 5, 1924.

"Mr. W. D. Mahon, Int. Pres. of the
Amalgamated Association.

"Dear Mr. Mahon: I wish to thank you for the check for \$800.00 received so promptly following the death of my beloved husband, who passed away June 10, after 34 years as a street car motorman here in Toledo. My late husband knew you in the early period of the Association. He was a member of the old Toledo Local. Even after that Local was destroyed by the company here, my husband always carried the fondest thought for you and the Association and longed for the Association to be re-established here. When the organization was re-organized here he was among the first to again get into the Association. He worked here 27 years on one line—the Bancroft Belt. He knew you as a personal friend and his best wishes were always for the success of the Amalgamated. Please accept my sincere thanks, and I assure you I shall always carry kindly feelings and best wishes for you and the Amalgamated Association.—Very truly yours,"

(Signed) MRS. JOHN MCCARTHY."

FROM LATE REPORTS OF INTERNATIONAL OFFICERS

Int. President W. D. Mahon, in July, was called to Boston, Mass. by a situation that had arisen within Division No. 589. The Local was engaged in agreement work, being assisted by G. E. B. Member John H. Reardon. The agreement committee was prepared to and had recommended wages and working conditions, which were in submission for arbitration. President Mahon addressed meetings of Division 589 and held several conferences with the officers, Executive Board and agreement committee of the Local. While working upon this situation he also gave his attention to the affairs of the Eastern Mass. Locals and visited Chelsea where he addressed a meeting of Div. 240. From the East he returned to the General office where he was in attendance at and reported to the General Executive Board, the regular meeting of which was held August 4-9. Following the adjournment of the General Executive Board President Mahon took up the general work of the Association at Headquarters, and attended and addressed a meeting of Division 26, in Detroit, where a report was made to the employees of the municipally owned and operated lines where the question of the right of members of Division 26 employed upon the municipal lines to act as representatives of the platform employees is in court. The city charter provides for arbitrating industrial disputes that may arise upon the city owned railway property. This provision the street railway commission officials ignored and refused to comply with. The case was taken into the court and heard by Judge Richter of the Wayne Co. Circuit Court, who rendered a decision directing the management of the property to not only comply with the law but to observe a contract that had been made and certified to several months previous and which the street railway commission had taken the liberty to repudiate, terming it not a contract. Even this favorable decision of the court directing compliance with the city charter was ignored by the street railway commission through an appeal to the Supreme Court of the State. This course on the part of the street railway commission directed in an endeavor to prohibit the employees the right of organization was largely encouraged and heartily approved by the then acting Mayor who is a candidate for Mayor in the coming election, but is being opposed by others who have no venomous purpose to disrespect the constitutional rights of wage workers. A complete report was made upon the situation as it rests in the court. The presumption is that the street railway commission, if continued in authority, and particularly with the promptings of the acting mayor, should he become Mayor will continue the endeavor to deny to the employees the right of collective agreement relations with the employing property by going to the Federal Court, which would continue the case in court for several months. Complaints were

also entered to the International President by the Machinists' and Teamsters' Unions that certain of the Locals were infringing upon their jurisdiction by taking into membership various employees whom their organizations claimed as rightful members. This subject was submitted to the G. E. B. Pres. Mahon was at his desk at the General Office at the close of this report August 26.

First Int. Vice-President Wm. B. Fitzgerald, in July, was summoned to Boston by Int. Pres. W. D. Mahon to associate with him upon the affairs of Division 589. This Local was in conference with the employing company upon agreement relations, features of which were in submission for arbitration. Also the Local is charged with refusing to surrender to the Machinists' Union several of the members claimed by that Union and over which there is a contention. Vice-President Fitzgerald returned to the General Office where he was in attendance at the regular G. E. B. Meeting held August 4-9, 1924. At this meeting there was submitted to the Board by the I. P. various jurisdictional disputes with the Machinists and Teamsters Organizations. Upon these disputes the G. E. B. had previously rendered a decision involving the question with the Machinists' organization, basing its decision upon an agreement that had been made by representatives of the two organizations some months previous. The introduction of bus operation had revived this contention. The General Executive Board appointed a committee of three members of the Board and Int. Pres. Wm. B. Fitzgerald to respond to a petition for a conference that had been submitted to the Board, through the International President by President Samuel Gompers. Following the adjournment of the Board Meeting, Vice-Pres. Fitzgerald associated with three members of the G. E. B. upon arrangement made by President Gompers of the A. F. of L. held conferences first with the Machinists' Union and secondly with representatives of the Teamsters' Union, in the A. F. of L. Building, Washington, D. C. These conferences were held August 21 and 22, where the subject of settlement was deferred for further conferences. At these conferences the Executives of the two organizations failed to make an appearance although the organizations were represented by their respective delegations. These conferences were presided over by Secretary Frank Morrison, of the A. F. of L. At the close of this conference Vice-President Fitzgerald returned to the General Office where August 26, he was associated with Int. Pres. W. D. Mahon in the general affairs of the Association and in advisement with Division 26, Detroit city Branch.

Second Int. Vice-Pres. P. J. O'Brien has assisted Division No. 726, Staten Island, N. Y. upon agreement work. Being unable to agree upon wage rates the subject was submitted for arbitration. The arbitration Board was completed by the selection of a third arbitrator, who per Vice-Pres. O'Brien

report of August 23 was out of the city on business, and proceedings in the arbitration were pending his return. At Stapleton, N. Y. he assisted Div. 967 upon a seniority grievance which, at the close of his last report had been submitted to and was under consideration by the street railway commission. Upon the Trenton, N. J. wage arbitration Vice-Pres. O'Brien reports that the arbitration board granted 5 cents per hour increase in wage to the members of Division 540. From Atlantic City he reports the strike situation still on, although many of the members have returned to the company and cars are being regularly operated. Vice-President O'Brien was successful in organizing Division 971, known as the Bridge Employees associated with the Stapleton property and obtained for the Local an increase of 5 cents per hour in wage rates. While engaged in assisting Division 618, Providence, R. I., upon agreement adjustments he was called to Washington, D. C. to take part in the conferences held with the team drivers International Union in an endeavor to adjust a jurisdiction dispute. Vice Pres. O'Brien was required to be present at that conference, due to his knowledge of the New Jersey situation, which had tensioned the jurisdiction dispute between the two organizations and had led to charges by the International President of the Team Drivers' Union being filed with President Gompers of the A. F. of L., that the Amalgamated Association was intruding upon the jurisdiction of the Team Drivers Union. He attended this conference and upon its adjournment returned to Providence.

Seventh Int. Vice-Pres. A. E. Jones reports a meeting of Division 627, Cincinnati, O., at which he was in attendance, that was addressed by Rev. Herbert Bigelow, urging political activity on the part of organized labor. He reports that the address of Rev. Mr. Bigelow was well received and the meeting being a social gathering was enjoyed by those present.

Eighth Int. Vice-Pres. James Largay took up the wage subject of Division No. 829, Wichita, Kans., where the employing company was urging a reduction in wage rates of 5 cents per hour. This situation had been given attention by G. E. B. Member Edw. McMorrow, who while present in Wichita reports that the demand of the company for a 5 cents per hour reduction was reduced to 3 cents, and the subject was left pending a vote of the Local. It was from this stage that the situation was taken up by Vice-Pres. Largay. The subject was referred to the Kansas Industrial Court and there tried August 11 and 12, and while the situation was pending a decision of the court Vice-Pres. Largay returned to Pittsburg, Kansas, where the employing company was declining to enter a renewal of the agreement, contending that it was questionable if the property would be able to pay the old agreement wage rates. Per his report of August 23, negotiations relative to renewal of agreement had reached a stage where it

required a submission to the receiver of the property, who was returning from a trip to California.

Tenth Int. Vice-Pres. M. J. Murray, in August, appeared before the Seattle, Washington Budget Committee on the subject of wages to be fixed for 1925 for the employees of the municipally owned and operated Seattle St. Railway System. A report upon the situation of August 17 shows that wage rates for motormen and conductors for the year, 1925 were fixed upon by conference at 60 cents per hour for first six months service men, 67 cents per hour for second six months, and 70 cents per hour for those of more than one year of service, with an additional 6 cents per hour for one-man car operators. The wage rates previously carried with it time and one-half for overtime. The wage rates for miscellaneous departments were at that time pending further conference for fixation.

Int. Treas. L. D. Bland was in attendance at the regular G. E. B. Meeting held at Association Headquarters, Detroit, Mich., August 4-9. Upon the adjournment of the Board he returned to his home in Chicago.

G. E. B. Member Edw. McMorrow, has under his advisement the assistance of Division 517, Gary, Ind., the Local being engaged in agreement work. He was dispatched to Wichita, Kans., to assist Division No. 829, upon wage agreement work. The Company had asked a reduction of 5 cents per hour in wage rates but finally reduced the proposed cut to 3 cents per hour. At this stage, and while the final submission of the company was to be made to a meeting of the Local, the case was turned over to Vice-Pres. Largay, and Board Member McMorrow returned to Detroit, where he attended the G. E. B. Meeting held August 4-9. Per his report of August 23, he was in touch with the Gary, Ind. wage adjustment situation.

G. E. B. Member Magnus Sinclair, following a visit to St. Catharines, Ont., from where he reports very favorably upon the progress of Division No. 846, attended and took part in the G. E. B. Meeting held August 4-9 in Detroit. Per his report of August 24 he returned to his home in Toronto.

G. E. B. Member P. J. Shea, late in July, was dispatched to Girardville, Pa. where Division No. 165 was involved in a grievance through the management of the property not granting to a motorman employed upon the work train the recent 8 cents per hour increase awarded in a recent wage arbitration by the arbitration board before whom the wage adjustments of the dispute between the Local and employing company had been submitted. Conferences led to the settlement of this dispute in a way to include the motorman of the work train within the provisions of the award of arbitration. He later visited Akron, Ohio, on

the subject of extension of organization to motor bus operation in that city to include it within the seniority provisions of the agreement. This subject was deferred by arrangement between Division 98, involved in the dispute and the employing company, and Board Member Shea, attended and participated in the G. E. B. Meeting held August 4-9 at Association Headquarters in Detroit. Later he took up a wage dispute at Pottsville, Pa. in the interest of Division 118 involving the wage rates of train protectors or flagmen. These members were not regarded by the management as within the wage provisions of the agreement. While engaged upon this work he associated with Int. Vice-Pres. Fitzgerald as one of the three members of the G. E. B. delegated to take up the jurisdiction dispute between the Machinists' and Teamsters' Unions and the Amalgamated Association in Washington, D. C. This required his presence in Washington where conferences were held with representatives of the Machinists and Teamsters, which conferences resulted in a deferring of the question.

G. E. B. Member John H. Reardon has under his advisement the assisting of Division 600, Waltham, Mass. The wage dispute between the Division and the employing company has been submitted for arbitration and is pending construction of an arbitration board. At Boston he assisted Division No. 589, upon agreement work, which led to a situation that exacted the presence in Boston of Int. Pres. W. D. Mahon, and later First Int. Vice-Pres. Wm. B. Fitzgerald. The wage and other provisions of the agreement not agreed upon have been submitted before Arbitrators James H. Vahy, chosen by the Local, Chas. W. Mulcahy, chosen by the company, and Judge John D. McLaughlin, chosen as third or presiding arbitrator. At Chelsea he assisted Division 240 upon grievance work resulting from dismissal of two members of the Association, one of whom was reinstated. He advised with Division No. 718, Concord, N. H. upon wage agreement work. He was in attendance at the regular meeting of the G. E. B. held at Association Headquarters in Detroit August 4-9, where he was appointed as one of a committee of three to associate with Int. Vice-Pres. Wm. B. Fitzgerald to confer with representatives of the Machinists and Teamsters Unions upon jurisdictional disputes, as per the request of Samuel Gompers of the A. F. of L. Board Member Reardon was in attendance at those conferences in Washington, D. C., they being held in the A. F. of L. Bldg. The conferences, however, resulted in a deferring of the subjects to later conferences.

G. E. B. Member Allen H. Burt, reports that after many weeks of endeavor an arbitration board was completed in its construction to hear and determine upon the wage dispute between Division 416, Peoria, Ill., and the employing company. Board Member Burt had been several weeks upon this

situation. The arbitration Board in its completion comprises Mr. Henry Mansfield, chosen by Division 416, Mr. F. E. Fischer, chosen by the employing company, and School Director H. V. Williamson, chosen as third or presiding arbitrator. At Davenport, Ia. and Rock Island, Ill., where wage agreement situations involving those Locals are pending, several conferences were unavailing in bringing about a settlement and the Mayors of the cities, together with the Mayor of Moline, Ill., have had the situation submitted to them and per his report of August 23, these situations were yet pending. In the interim Board Member Burt attended and participated in the G. E. B. Meeting held in Detroit, August 4-9.

G. E. B. Member Wm. F. Welch assisted Division No. 455, Portsmouth, O., upon agreement work. Conferences with the employing company failed of an agreement upon the wage proposition and the subject was submitted for arbitration. An arbitration board was constructed comprising Messrs. Geo. E. Carlisle, chosen by the employing company, Jos. L. Kountz, chosen by Division 455, and Henry L. Betram, chosen as third or presiding arbitrator. The case was presented to the Board and while pending an award Board Member Welch was returned to Wheeling from where he reports that the recent arbitration resulted in an award granting 2 cents per hour increase in wage rates. On the Elm Grove Line at Wheeling the manager had posted a notice withdrawing the one day rest in eight, which had been previously agreed upon. The subject was taken up with the company, where it was evident that the management believed that the employees were not in favor of the one day rest arrangement. Board Member Welch had the subject submitted for a referendum at which it was voted some 4 to 1 in favor of the one day rest in eight. Following this referendum vote the subject was again taken up with the management and the one day rest in eight was restored. He attended and participated in the G. E. B. Meeting held at Detroit, August 4-9, following which he was dispatched to Mars, Pa. upon a seniority dispute upon which he advised and from where he was dispatched to Parkersburg, W. Va. where he arrived August 23, to assist Division No. 815 upon agreement work.

G. E. B. Member James B. Lawson who was in attendance and participated in the regular G. E. B. Meeting held at Association Headquarters, August 4-9, was dispatched to Birmingham, Ala., where a seniority dispute had arisen. Upon his arrival, however, the dispute had been settled but he attended and addressed a meeting of Division 725, following which he was dispatched to Mobile, Ala., where he assisted Division No. 770, upon grievance resulting from the dismissal of a member, the cause for said member's dismissal being in dispute. Per his report of August 23, this case was settled by the reinstatement of the dismissed member.

G. E. B. Member Alex McGuire at Bloomington, Ill. assisted Division No. 752, upon agreement work. Through the course of several conferences the working features of the agreement were agreed upon with a provision that wage rates should remain pending the wage arbitration in Peoria, by Division 416, and the employing company, and that wage rates will then be fixed for the members of Division 752 at 3 cents per hour above the Peoria wage award. He assisted Division 293, Marion, Ill., upon the adjustment of grievances. Following this he attended and addressed a meeting of Division 805, E. St. Louis, Ill., where he installed the roster of newly elected officers. Also he addressed a meeting of Division 909, which was held at St. Louis. He attended and participated in the regular G. E. B. Meeting held August 4-9, in Detroit, following which he visited Springfield, Ill., where the Local is involved in wage agreement conferences, pending which he visited Peoria, Ill., where the wage subject was up for arbitration. After advising with the officers of the Peoria Local he was dispatched to E. St. Louis where he was per his report of August 26, assisting Division 805, upon a seniority dispute.

CONVENTION CALL

Trades and Labor Congress of Canada
Office of the Secretary-Treasurer
172 McLaren Street

Ottawa, Ont., July 15, 1924.

To the Affiliated Unions, Trades Councils
and Provincial Federations of Labor:
Greeting:

In accordance with Section 1, Article 8 of the Constitution, you are hereby notified that the 40th Annual Convention of the Trades and Labor Congress of Canada will be held in the Masonic Temple, 250 Queen's Avenue, London, Ont. beginning at 10 A. M. Monday, September 15, and continuing in session from day to day until the business of the Convention has been completed.

Reports summarizing the work of the Congress, its Provincial Executives and Federations will be submitted along with recommendations and resolutions sent in by affiliated bodies from which the policies for the ensuing year will be devised. It is scarcely necessary to remind you of the importance of every affiliated organization being fully represented in order that the decisions of the Convention may reflect, to the fullest degree, the desires of our membership.

The Trades and Labor Congress of Canada will best serve the purposes for which it exists when every individual member and organization take an active interest in its work. We, therefore, ask you to elect your delegates promptly and properly fill in the credentials, return the pink form (duplicate) at once to this office; the blue form (original) to be retained and presented by the senior delegate to the Credential Committee, which meets one day prior to the opening of the Convention.

Attention is drawn to the following extracts from the Constitution of the Trades

and Labor Congress, relating to representation and also to the necessity of having resolutions to be considered by the Convention forwarded to the office of the Secretary-Treasurer 20 days prior to the opening of the Convention.

Representation and Credentials

Section 1. At the annual or other convention the basis of representation from affiliated bodies shall be: From local unions or branches in Canada of international trade unions, local branches of national unions, and trade unions, directly chartered by the Congress, one delegate for the first 100 members, or less, and one for each additional 100 members or the majority fraction thereof; international and national unions, affiliating their entire Canadian membership direct from headquarters, shall be entitled to one additional delegate to be nominated from their Canadian membership; trades councils and provincial federations of labor, three delegates each.

Sec. 2. All delegates shall carry credentials bearing the signature of the presiding officer and secretary and seal of the organization to which they belong. No proxy representation shall be allowed, but two or more trade unions may combine to send one delegate, in which case the delegate's credential must bear the signature of the presiding officer and secretary and the seal of the organization of which he is a member.

Sec. 3. All delegates must be members of the bodies they represent at least six months prior to and at the time of election except in the case of trade councils and federations of labor. This shall not apply to bodies organized or affiliated to this Congress less than six months.

Sec. 4. The President, Secretary-Treasurer and Vice-Presidents shall be entitled to attend the convention with full privileges of delegates until such time as their successors are appointed, but they shall not be eligible for re-election unless they are duly credentialed and accredited delegates.

Sec. 5. No organization or person which has seceded from the Congress or which has been suspended by the Executive or which has been expelled by the Congress or which has seceded from, been suspended by, or expelled from an international trade union or national union or other body affiliated to or chartered by the Congress whilst under such penalty, shall be allowed representation or recognition in this Congress or in any trades councils or federations of labor chartered by the Congress, under the penalty of the suspension of the body violating this section.

Sec. 6. No organization shall be entitled to representation unless such an organization has obtained affiliation to the Congress at least one month prior to the convention, and no person shall be recognized as a delegate who is not a member in good standing of the organization in which he holds membership or which he is elected to represent.

Sec. 7. Credentials shall be forwarded to reach the office of the Secretary-Treasurer not later than ten (10) days prior to the opening of the convention.

PICKETING IF LAWFUL; ERECTORS ARE CHECKED

Supreme Court Justice Lydon has refused the Iron league's request for an anti-picketing injunction against striking iron workers, who have been on strike since last May to enforce a higher wage rate. Only members of the Iron league, employing 1,200 iron workers, have refused to grant the new rate or recognize the union.

Justice Lydon would not accept the Iron league's generalizations that threats and intimidations have been used against its strikebreakers.

"There is no evidence of probative force in the many affidavits to show that the pickets on the different jobs have been guilty of any violence or have in any way substantially interfered with the plaintiff's business," said the court.

The iron workers charged that the employers do not come into court with clean hands, as the steel mills aid their conspiracy against the union by granting them a rebate of \$6 a ton on steel erected by non-unionists.

Judge Lydon did not overlook the workers charge, which, he said, raises the point that a conspiracy does exist, and, if established "would be decisive of the fact that the plaintiffs are not entitled to come into equity for relief."

The Iron league's injunction plea is an incident in its long opposition to the Structural Iron Workers' union. The league is backed by the National Erectors' association and other anti-union forces. League employers have sued President Morrin of the international union and other officials for \$5,000,000 damages. The unionists have filed a counter suit and set up, as one of their complaints the conspiracy charges above referred to.

Pending a hearing of the cases in the early fall the employers asked for an injunction against picketing, which is now refused.

"Picketing is lawful when lawfully conducted," said Justice Lydon. "I do not find any charges in the affidavits which would sustain a finding that pickets exceeded their rights as such," he said.

"There are some vital issues in the case raised by the defendants, and it may be that the defendants' contention—that the plaintiffs do not come into court with clean hands—may be sustained upon the trial.

"The papers before me create a doubt in my mind as to the right of the parties: First, as to whether the defendants are overstepping the powers which the law gives to them, and, secondly, whether the plaintiffs are in such a situation that they are entitled to equitable relief.

"When such a doubt exists the arm of the court will not be stretched out to aid the plaintiffs and to give them, during the pendency of the action, all of the relief which they seek and may be obtained by final judgment."—A. F. of L. News.

The best summer tonic: Cheerfulness.—Forbes Magazine (N. Y.).

Disbursements from the Death, Disability and Old Age Benefit Fund during the month of June, 1924, were made to beneficiaries on claims as follows:

Death Benefits.

Mary Halley, beneficiary, death claim of Thomas Halley, deceased, late member of Div. No. 22, Worcester, Mass.; cause, Acute Appendicitis and General Peritonitis.	\$250.00
Mrs. Mary J. Beisel, beneficiary, death claim of Charles W. Beisel, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, street car accident—fractured skull due to street car jumping track and colliding with building	800.00
O. Blanche Marshall, beneficiary, death claim of Ralph A. Marshall, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, Anemic Infarct of Brain	800.00
Mrs. Lydia Francis Farmer, beneficiary, death claim of John T. Farmer, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, Double Lobar Pneumonia	800.00
Mrs. Susanne Phillips, beneficiary, death claim of Louis Phillips, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, Cancer of the Bladder	800.00
Martin J. O'Connor, administrator of estate of deceased, and executor of will, for beneficiaries, death claim of P. J. McDermott, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, Lobar Pneumonia	800.00
Mrs. Lola Biddison, beneficiary, death claim of Henry V. Biddison, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, Apoplexy	800.00
Mrs. Jennie McFadden, beneficiary, death claim of Oliver P. McFadden, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, Myocarditis	800.00
Mrs. Hallie Lyon, beneficiary, death claim of Ben H. Lyon, deceased, late member of Div. No. 98, Akron, Ohio; cause, Chronic Appendicitis	500.00
W. D. Robbins, financial secretary of Div. No. 113, to apply on funeral expenses, death claim of James C. Forsythe, deceased, late member of Div. No. 113, Toronto, Ont.; cause, Angina Pectoris	150.00
Mrs. Joseph Fleming, beneficiary, death claim of Joseph Fleming, deceased, late member of Div. No. 113, Toronto, Ont.; cause, Pernicious Anæmia	800.00
Mrs. Anne Dobson, beneficiary, death claim of John Dobson, deceased, late member of Div. No. 113, Toronto, Ont.; cause, Acute Suppurative Peritonitis from Appendicitis	800.00
Bertha L. Johnson, beneficiary, death claim of George W. Johnson, deceased, late member of Div. No. 192, Oakland, Calif.; cause, Acute Nephritis (Kidney Trouble)	100.00
Mrs. Louise A. Mahl, beneficiary, death claim of Alexander Mahl, deceased, late member of Div. No. 194, New Orleans, La.; cause, Nephritis	700.00
Mrs. Galate Hingle, beneficiary, death claim of C. E. Hingle, deceased, late member of Div. No. 194, New Orleans, La.; cause, Cerebral Hemorrhage	800.00
Mrs. Louis E. Sumner, beneficiary, death claim of Ulyssis Venette, deceased, late member of Div. No. 194, New Orleans, La.; cause, Myocarditis	500.00
Mrs. Catherine Cavalier, beneficiary, death claim of T. Cavalier, deceased, late member of Div. No. 194, New Orleans, La.; cause, Mitral Insufficiency	800.00
Gus. J. Bienvenu, financial secretary of Div. No. 194, for beneficiaries, death claim of A. E. Bertaut, deceased, late member of Div. No. 194, New Orleans, La.; cause, Pulmonary Phthisis	800.00
George E. Adams, financial secretary and treasurer of Div. No. 215, for beneficiary, death claim of John Sullivan, deceased, late member of Div. No. 215, Wheaton, Ill.; cause, Heart Failure	800.00
Mrs. Josephine G. Lund, beneficiary, death claim of Louis Lund, deceased, late mem-	

ber of Div. No. 241, Chicago, Ill.; cause, Chronic Myocarditis	800.00
Mrs. Fredericka Thimons, beneficiary, death claim of John R. Thimons, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Chronic Myocarditis and Acute Dilatation of Heart	800.00
Mrs. Ida Plensker, beneficiary, death claim of Herman Plensker, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Dilatation of the Heart	800.00
Mrs. Katherine Tomaic, beneficiary, death claim of Paul Tomaic, deceased, late member of Div. No. 241, Chicago, Ill.; cause, General Peritonitis from Gunshot Wound of Stomach and Kidney—shot himself while despondent	800.00
Daniel J. Connolly, power of attorney, for beneficiaries, death claim of Jeremiah J. Connolly, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Pyemia following Lobar Pneumonia	700.00
Carrie B. Hanken, beneficiary, death claim of Henry Hanken, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Chronic Myocarditis	800.00
Mrs. Katherine Arnold, beneficiary, death claim of John H. Arnold, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Bright's Disease	800.00
Mrs. Martha Peacock, beneficiary, death claim of Harry Peacock, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Cerebral Embolism	800.00
Thomas M. May, power of attorney for beneficiary, death claim of Patrick J. May, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Gastritis	400.00
Mrs. Agnes Martin, beneficiary, death claim of John Martin, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Acute Nephritis	800.00
Elmer Lindstrom, power of attorney for beneficiaries, death claim of John Lindstrom, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Chronic Myocarditis	100.00
Mrs. Fannie Mahoney, beneficiary, death claim of William B. Mahoney, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Myocarditis	800.00
Mrs. Jane Bacon, beneficiary, death claim of Charles H. Bacon, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Encephalitis Lethargica	250.00
Mrs. Ida M. Reuter, beneficiary, death claim of John L. Reuter, deceased, late member of Div. No. 241, Chicago, Ill.; cause, General Paralysis of the Insane	800.00
Mrs. Wilhelmina Hoffman, beneficiary, death claim of Anton Hoffman, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Chronic Hypertrophy of the Prostate Gland, Uræmia and Myocarditis	800.00
Mrs. Ida Buchholz, beneficiary, death claim of Richard M. J. Buchholz, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Tuberculosis of the Lungs	400.00
Mrs. Carrie Loney, beneficiary, death claim of Robert Loney, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Cerebral Apoplexy	800.00
Mitty M. Holland, beneficiary, death claim of James W. Holland, deceased, late member of Div. No. 261, Lawrence, Mass.; cause, Cancer of Jaw	800.00
Anna C. Stampfli, beneficiary, death claim of Julius Stampfli, deceased, late member of Div. No. 268, Cleveland, Ohio; cause, Pulmonary Tuberculosis	800.00
Mrs. Leona Gordon, beneficiary, death claim of Del Gordon, deceased, late member of Div. No. 268, Cleveland, Ohio; cause, Endocarditis	800.00
R. U. Morford, financial secretary and treasurer of Div. No. 272, for beneficiary, death claim of Harry E. Gladman, deceased, late member of Div. No. 272, Youngstown, Ohio; cause, Organic Heart Disease	800.00
Wm. S. McClenathan, secretary-treasurer of Div. No. 308, to apply on funeral expenses, death claim of Levi G. Parks, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Hypostatic Congestion of Lungs due to Myocarditis	250.00
Kate H. Gass, beneficiary, death claim of E. L. Gass, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Pernicious Anæmia	800.00
Wm. S. McClenathan, secretary-treasurer of Div. No. 308, for beneficiary, death claim of John Bailey, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Apoplexy (Cerebral Hemorrhage)	800.00
Wm. S. McClenathan, secretary-treasurer of Div. No. 308, to apply on funeral expenses, death claim of Sam Belcastro, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Hemorrhage, shock, external and internal injuries due to bullet wound of body—murdered	150.00
Mrs. Letitia Adan, beneficiary, death claim of Charles Adan, deceased, late member of Div. No. 308, Chicago, Ill.; cause, General Paralysis of the Insane	500.00
Mrs. Gustave F. Peterson, beneficiary, death claim of Gustave F. Peterson, deceased, late member of Div. No. 381, Butte Mont.; cause, Pulmonary Tuberculosis	800.00
Nellie Patterson, beneficiary, death claim of John G. Patterson, deceased, late member of Div. No. 448, Springfield, Mass.; cause, Uræmia	800.00
M. J. Hennessey, financial secretary and treasurer of Div. No. 448, to apply on funeral expenses, death claim of Patrick Gilhooly, deceased, late member of Div. No. 448, Springfield, Mass.; cause, Cardiac Disease and Influenza	150.00
Minnie E. Chambers, beneficiary, death claim of Herbert Chambers, deceased, late member of Div. No. 448, Springfield, Mass.; cause, Diabetes	800.00
Mrs. Mary E. Lockyer, beneficiary, death claim of George Lockyer, deceased, late member of Div. No. 476, Norwalk, Conn.; cause, Diabetes Mellitus	800.00
Mrs. Anna Page, beneficiary, death claim of Charles J. Page, deceased, late member of Div. No. 503, Haverhill, Mass.; cause, Influenza, Bronchial Pneumonia and Endocarditis	800.00
Rose Brennen, beneficiary, death claim of John Brennen, deceased, late member of Div. No. 518, San Francisco, Calif.; cause, Softening of the Brain	600.00
Elizabeth Hickman, beneficiary, death claim of William H. Hickman, deceased, late member of Div. No. 540, Trenton, N. J.; cause, Chronic Myocarditis	400.00
Mrs. Maggie Glace, beneficiary, death claim of James Warlow, deceased, late member of Div. No. 544, Williamstown, Pa.; cause, Cancer of right side of face affecting the brain	700.00
Mrs. Annie Hollum, beneficiary, death claim of George Hollum, deceased, late member of Div. No. 589, Boston, Mass.; cause, Chronic Myocarditis and Chronic Nephritis	800.00
Sarah Greaney, power of attorney for beneficiary, death claim of Michael Greaney, deceased, late member of Div. No. 589, Boston, Mass.; cause, Lobar Pneumonia	800.00
Mrs. Annie Barrett, administratrix of estate of deceased, for beneficiaries, death claim of Thomas Craven, deceased, late member of Div. No. 589, Boston, Mass.; cause, Acute Lobar Pneumonia	800.00
Margaret Hanley, beneficiary, death claim of Patrick J. Hanley, deceased, late member of Div. No. 589, Boston, Mass.; cause, Accident—Fracture of skull and both legs cut off above knees—caught between two cars	800.00
Mrs. Jennie E. Clee, beneficiary, death claim of Arthur L. Clee, deceased, late member of Div. No. 589, Boston, Mass.; cause, Abscess of Brain and Chronic Otitis	800.00
Mrs. Nora Seeley, beneficiary, death claim of William Seeley, deceased, late member of	

Div. No. 589, Boston, Mass.; cause, Cerebral Hemorrhage	800.00
Mrs. Julia A. Phelan, beneficiary, death claim of Daniel Phelan, deceased, late member of Div. No. 589, Boston, Mass.; cause, Pulmonary Tuberculosis	700.00
Patrick J. Lonergan, administrator of estate of deceased, for beneficiary, death claim of Stephen F. Lonergan, deceased, late member of Div. No. 589, Boston, Mass.; cause, Lobar Pneumonia	700.00
Mrs. Ellen Doherty, beneficiary, death claim of John P. Doherty, deceased, late member of Div. No. 589, Boston, Mass.; cause, Pneumococcus Peritonitis	100.00
Hattie E. Taber, beneficiary, death claim of Charles O. Taber, deceased, late member of Div. No. 618, Providence, R. I.; cause, Aortic Regurgitation	800.00
Annie L. Casey, beneficiary, death claim of Patrick H. Casey, deceased, late member of Div. No. 618, Providence, R. I.; cause, Pulmonary Tuberculosis	100.00
Flora Etta Webster, beneficiary, death claim of George F. Webster, deceased, late member of Div. No. 618, Providence, R. I.; cause, Chronic Endocarditis, Chronic Bronchitis, Hypostatic Pneumonia and Toxemia	800.00
Alfred Coates, financial secretary of Div. No. 618, for beneficiary, death claim of Michael J. Nangle, deceased, late member of Div. No. 618, Providence, R. I.; cause, Lobar Pneumonia	800.00
Daniel J. Ryan, administrator of estate of deceased, for beneficiaries, death claim of Dennis D. Ryan, deceased, late member of Div. No. 623, Buffalo, N. Y.; cause, Arterial Sclerosis	800.00
Minnie Warnecke, beneficiary, death claim of Charles F. Warnecke, deceased, late member of Div. No. 623, Buffalo, N. Y.; cause, Broncho-Pneumonia	250.00
Mrs. Anna Bronnert, beneficiary, death claim of Ernest Bronnert, deceased, late member of Div. No. 627, Cincinnati, Ohio; cause, Pulmonary Tuberculosis	400.00
Mrs. Cecelia Staab, beneficiary, death claim of J. P. Staab, deceased, late member of Div. No. 627, Cincinnati, Ohio; cause, Perforation of Gastric Ulcer	800.00
Mrs. Helen Engelken, beneficiary, death claim of A. (Albert) Engelken, deceased, late member of Div. No. 627, Cincinnati, Ohio; cause, Cirrhosis of the liver and hemorrhage from the stomach	800.00
Mrs. Anna Leistner, beneficiary, death claim of George Leistner, deceased, late member of Div. No. 627, Cincinnati, Ohio; cause, Angina Pectoris	100.00
Jess A. Kitterman, beneficiary, death claim of J. S. Kitterman, deceased, late member of Div. No. 638, Cedar Rapids, Iowa; cause, Pneumonia following Influenza	800.00
Bertha McCance, beneficiary, death claim of D. W. McCance, deceased, late member of Div. No. 660, Centralia, Ill.; cause, Carcinoma of Sigmoid Flexure	800.00
Mrs. Clara Neason, beneficiary, death claim of Frank Neason, deceased, late member of Div. No. 663, St. John, N. B.; cause, Heart Disease and Mitral Stenosis	700.00
Edward W. Cobb, financial secretary and treasurer of Div. No. 714, to apply on funeral expenses, death claim of Benjamin F. Morgan, deceased, late member of Div. No. 714, Portland, Maine; cause, Natural Causes—Heart Trouble	100.00
Mrs. Margaret Spain, beneficiary, death claim of Joseph S. Spain, deceased, late member of Div. No. 718, Concord, N. H.; cause, Nephritis	700.00
Mrs. Maud Jones, beneficiary, death claim of Thomas J. Jones, deceased, late member of Div. No. 724, Augusta, Maine; cause, Cancer of Mouth and Tongue	700.00
Fred W. Heffernan, financial secretary and treasurer of Div. No. 724, for beneficiaries, death claim of Warren S. Dudley, deceased, late member of Div. No. 724, Augusta, Maine; cause, Cancer of Stomach	700.00
Mrs. Minnie Grogan, beneficiary, death claim of George Grogan, deceased, late member of Div. No. 725, Birmingham, Ala.; cause, Acute Gangrenous Gall Bladder and Peritonitis	350.00
Mrs. Mary Maiorano, beneficiary, death claim of Pietro Maiorano, deceased, late member of Div. No. 726, Staten Island, N. Y.; cause, Peritonitis following operation for Pelvic Kidney	400.00
J. O. McKnight, financial secretary and treasurer of Div. No. 732, for beneficiary, death claim of J. O. Gaines, deceased, late member of Div. No. 732, Atlanta, Ga.; cause, Acute Appendicitis with General Peritonitis	500.00
Mrs. Samuel O. Akin, beneficiary, death claim of Samuel O. Akin, deceased, late member of Div. No. 757, Portland, Oregon; cause, Accidentally killed in street railway accident	600.00
Katherine Green, beneficiary, death claim of Peter Green, deceased, late member of Div. No. 757, Portland, Oregon; cause, Accident—Auto struck him while at work as trackman	50.00
Frank Sipmann, executor of will of deceased, for beneficiaries, death claim of Garret Gringhuis, deceased, late member of Div. No. 777, Muskegon, Mich.; cause, Carcinoma of Stomach	250.00
Earl R. Williams, administrator of estate of deceased, for beneficiaries, death claim of Eugene Williams, deceased, late member of Div. No. 777, Muskegon, Mich.; cause, Cerebral Apoplexy	600.00
Mrs. Annie W. Currier, beneficiary, death claim of Walter H. Currier, deceased, late member of Div. No. 785, Amesbury, Mass.; cause, Cerebral Hemorrhage	800.00
Mrs. Wm. E. Choate, beneficiary, death claim of Wm. E. Choate, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Carcinoma of Descending Colon	600.00
Adelia Morris, beneficiary, death claim of Frank Morris, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Cerebral Arterio Sclerosis with Apoplexy	600.00
L. A. Graeser, financial secretary and treasurer of Div. No. 788, to apply on funeral expenses, death claim of George Haushalter, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Leptic Lymphangitis (Generalized)	250.00
Mrs. Francisco Barbusci, beneficiary, death claim of Francisco Barbusci, deceased, late member of Div. No. 790, Montreal, Quebec; cause, Heart Failure	600.00
John Finlay, financial secretary of Div. No. 823, to apply on funeral expenses, death claim of James P. MacDonald, deceased, late member of Div. No. 823, Elizabeth, N. J.; cause, Pulmonary Tuberculosis	100.00
Mrs. Elizabeth V. Wallick, beneficiary, death claim of William H. Wallick, deceased, late member of Div. No. 858, York, Pa.; cause, Lead Poisoning complicated with Gastric Carcinoma	400.00

Disability Benefits

Charles H. Dame, member of Div. No. 589, Boston, Mass.; cause, After being relieved when leaving car, a man came running to board car at same time, his foot caught foot of disabled and caused him to fall striking on his arm and shoulder, completely incapacitating him from further duty	800.00
H. H. Bates, member of Div. No. 618, Providence, R. I.; cause, Fell from bumper of car causing injuries to his stomach and bowels that has incapacitated him for life	800.00
Henry Miller, member of Div. No. 726, Staten Island, N. Y.; cause, While adjusting trolley pole was crushed between bumpers of two cars (near car barn), left leg crushed and broken in three places, right leg fractured at knee cap and internal injuries	250.00

Old Age Benefits
Michael Milan, member of Div. No. 241, Chicago, Ill. 800.00
Total \$60,800.00

IN MEMORIAM

By Div. No. 662, Pueblo, Colo.

Whereas, Almighty God, in His infinite wisdom, has taken from our midst our beloved brother, John F. Reid, in whose death we have lost a true and loyal brother, and his widow a loving husband; therefore, be it

Resolved, That we, the members of Division 662, A. A. of S. & E. R. E. of A., extend our heartfelt sympathy and condolence to the bereaved widow and family; and, be it further

Resolved, That as a token of respect to our late brother we drape our charter for a period of thirty days, and that a copy of these resolutions be entered upon the minutes of our union, a copy forwarded to the bereaved widow, and that they be published in the MOTORMAN AND CONDUCTOR.

Committee.
EARL M. KOUNS,
FRANK CARROLL,
DEE A. SPENCER.

July 1.

By Div. No. 883, Everett, Wash.

Whereas, It has pleased Almighty God, in His infinite wisdom, to call to her eternal rest, the beloved wife of our Brother Walter McGowen, and while we know that mere words cannot alleviate the grief of our beloved brother, yet we feel that it will be a consolation to him to know that faithful friends and brothers offer to him, in his dark hour of sorrow, their sincere and heartfelt sympathy; therefore, be it

Resolved, Local Division No. 883, here extends to Brother McGowen, its loving sympathy; that our charter be draped for a period of thirty days; that a copy of this resolution be sent to Brother McGowen a copy sent to the MOTORMAN AND CONDUCTOR for publication, and that this resolution be spread upon the minutes of our Lodge.

August 11th, 1924. J. S. OGILVIE, President.
T. A. MILLEN, Secretary.

By Div. No. 843, Bellingham, Wash.

Whereas, The Infinite Father of all living has called to His nearer presence our beloved brother and vice-president, W. F. Robinson, leaving only the pleasant memories of comradeship to cheer us as we turn from the sadness of parting and go forward in our earthly duties, always remembering that just beyond us, nearer, perhaps, than we think, are the invisible lines of that great majority of departed ones who wait to welcome us to a brighter land where sorrow and pain can never come; and

Whereas, In his passing, we lose an active and valued member who will be greatly missed; therefore, be it

Resolved, That we extend to the bereaved ones our deepest sympathy; that our charter be draped for a period of thirty days; that a copy of these resolutions be sent the sorrowing loved ones; placed upon our records and a copy sent to the MOTORMAN AND CONDUCTOR for publication.

Resolutions Committee,
By W. L. WALDRIP.

July 28.

By Div. No. 456, Madison, Wis.

Whereas, The Angel of Death has again visited our ranks and taken away one of our most highly respected members in the person of Brother Sylvester Forton, in whose death we have lost a true and loyal brother. No more will we hear his friendly laugh and have his pleasant greeting. He is gone—our brother. May he be at Peace.

We know that words cannot alleviate the grief of the Beloved Widow, yet we feel that it will be a consolation for her to know that faithful friends and brothers extend their heart felt sympathy; therefore, be it

Resolved, That our charter be draped for a period of thirty days; a copy of this resolution be sent to the Widow; the MOTORMAN AND CONDUCTOR; and be placed upon the minutes.

B. J. HALVERSON,
WM. POMEROY,
W. H. GLENN,
Committee.

By Div. No. 887, Newark, New York

Whereas, The Infinite Father of all the living has called to His nearer presence, our late brother and fellow-worker, William Smoulton, leaving only the pleasant memories of comradeship to cheer us. As we turn from sadness of parting and go forward in our earthly duties always remembering that just beyond us—nearer perhaps than we think—are the invisible lines of that great majority of departed ones, who wait to welcome us to a brighter country where sorrow and pain can never come.

Resolved, That in his passing, we lose an active and valued member, who will be greatly missed.

Resolved, That we extend to the bereaved family, our deepest sympathy; that our charter be draped for a period of thirty days; that a copy of these resolutions be sent to the family of our late brother; a copy be placed upon the books of our records and a copy sent to the MOTORMAN AND CONDUCTOR

Attest: JOHN BARNMAKER,
Aug. 4. Recording Secretary.

By Div. No. 847, St. Joseph, Mo.

Whereas, Almighty God in His Infinite Wisdom has seen fit to remove from our midst our esteemed and beloved Brother John Moore, a kind and loving husband and father, a true and loyal member of this Association, ever found on the side of his fellow worker when occasion required it; therefore, be it

Resolved, That we, the members of Division No. 847 Amalgamated Association of Street and Electric Railway Employees of America extend to the bereaved widow and family our heartfelt sympathy in this dark hour of affliction and commit them to the consolation of Him who doeth all things well and knoweth best,

Resolved: That as a tribute to our departed brother a copy of these resolutions be transmitted to the bereaved family, that they be spread on the minutes of the meeting, a copy be sent to the Motorman and Conductor for publication therein and our charter be draped for a period of thirty days.

J. L. KILGORE,
A. D. REYNOLDS,
FRED MOERI,
Committee.

By Div. No. 628, Covington, Kentucky

Whereas, Almighty God in His infinite power and wisdom has seen fit to remove from our midst our esteemed and beloved brother, Elwood Boggs, in whose death we have lost a true and loyal member and his family a loving husband and father; and while we know that words cannot alleviate the grief of the beloved widow and family, yet we feel that it will be a consolation for them to know that faithful friends and brothers offer sympathy; therefore, be it

Resolved, That we will remember that in prayer there is unity and as our Father has taken our brother, we shall pray for and confide that he has his place in Heaven, and that we may all meet there when we too are called to the shore beyond, and; be it further

Resolved, That we the members of Division No. 628, of the Amalgamated Association of Street and Electric Railway Employees of America, in regular meeting assembled, extend our heartfelt sympathy to the bereaved widow and family; and, be it further

Resolved, That as a token of our respect for our late brother we drape our charter for a period of thirty days, and that a copy of these resolutions be entered upon the minutes of our meeting, a copy sent to the bereaved widow, and to the MOTORMAN AND CONDUCTOR Journal for publication.

LEVI COLVIN.
JOHN SWIS.
ROBERT PERRY,
Committee.

Sept. 3.

The trend of public opinion in Britain is seen by the action of the Master of Balliol College, who not long ago declared himself in favor of better hours of labor, and provision for entertainment and educational facilities for working men.—Canadian Congress Journal

Usually the least sound makes the most sound.—Forbes Magazine (N. Y.).

Edited By Division Local Correspondents

BROTHER HAMMERLEY REMOVED BY DEATH

Bridgeport Conn.—Division No. 459 is having fair attendance at meetings. The hot weather does not seem to have any effect on the boys, although it's mighty hot in our meeting chamber which is located on the fifth floor.

It's very encouraging for our Officers to see that the shop men and employes from other departments are showing great interest in our Local. They have attended the meetings of our Local very regularly since they became members.

Some time ago our State Executive Board appealed to the Public Utility Commissioners asking for relief on our fare situation and the Board was promised that the Commissioners would look into the matter at their earliest convenience. It is a great pleasure to announce at this time that we at last have got rid of those miserable green tickets, a nuisance to the public and a misery to the trolley men. From personal observation I will say that no other fare system in use in the last five years has been more troublesome than these tickets. It has cost about 20 of our members their jobs and two of the last ones were even old timers from the Horse-car days. That we are now rid of these tickets, let us hope and pray that they never will reappear on our lines.

It was stated in July issue that a bid in of new runs took place June 28. Said bid-in did not last over three weeks. The result was that Brother Bill McCarthy got bumped off the millionaire-line and now he is speed King on No. 5. New Haven shore line. Bill says he doesn't care, he was tired of counting pennies anyway. Brother T. Fitzgerald seems to be very much pleased with the unassigned-list and he has reason for he has not been held up and robbed since he left the East Main train car. Can you blame him?

Brothers Jerry McCarthy and A. McGuire are now enjoying themselves in the land where you can get a pint of XX porter for 6 pence. We say "Good luck boys, and welcome back." It's very nice this time of the year when you can afford to take a couple months off and go across to visit the old folks and have a nice time on the side.

July 30 was a big day for most of the boys. The long awaiting back pay was handed out and probably is spent by this time. Nevertheless, we got it, so we will not have to worry over that any more.

In Memoriam, we wish to announce that Almighty God in His infinite wisdom has seen fit to remove from our midst our esteemed and beloved brother, William Hammerley, in whose death we have lost a true and loyal member. While we know that words cannot alleviate the grief of the beloved widow and family, we feel it will be a consolation for them to know that faithful friends and brothers offer their deepest sympathy in this, their dark hour of affliction. Brother Hammerley was buried July 9th in Park Cemetery. The pallbearers were all members from local 459. The service was conducted by Officers from the Knights of Pythias. May he rest in peace.

P. C. Correspondent.

BRIDGE CONSTRUCTION INTERRUPTS SERVICE

San Jose, Calif.—Div. No. 265 has no unusual matters to report. We can report being in the usual healthy condition. Our boys seem to take out their cards with clock-like regularity. In so doing they seem to think that their whole duty towards unionism is performed and many of them stay away from the meetings with a precision equal to that of taking out their union cards. I wish they would change their minds about the meetings, and attend the meetings with a precision equal to paying dues. It would add to the life of our movement here.

A good deal of local happenings are occurring in San Jose that affect the comfort of our car men. At present the chief of these is that the city council is building two new bridges on our main line route. They are tearing up the old bridges, both at the same time, and making our company divide its runs so that the people are required to walk one block

and transfer. This began July 21 and will take many days to complete.

Bro. Geo. Tulley recently laid awake nights thinking how he might put the railroad out of commission. He nearly succeeded by putting his car across the rails in the midst of the thickest traffic and for a time had things pretty well tied up. But accidents will occur.

We now have two railroad systems instead of one. The West end men work as hard as they can and then are unable to keep up with the business.

Bro. Wm. Core is threatened with appendicitis.

Bro. Ben Inman is attending the office while Bro. Goble is on his vacation.

Former member Van Hubbard, who until recently was one of the city detectives, was detailed to arrest a negro. The negro shot and killed Bro. Hubbard. The negro was then shot by Policeman John Murphy, who some years ago worked on the cars here, and was a charter member of our local. The people of San Jose, including our members, have raised a purse of over \$3,000 for the widow of late Bro. Van Hubbard. Thanks to Bro. Murphy, the negro was unable to get away with the job.

—C. S., Div. No. 265.

HELD JOINT OUTING

Lawrence, Mass.—Divisions Nos. 261, Lawrence, and 280, Lowell, held a joint outing at Juniper Park, Lawrence, August 13. Various sports were indulged in. A feature was a ball game between clubs of the two Locals, which was won by the Lawrence Local on a score of 13 to 7. The prize for winning this game was a box of cigars. The tug of war was won by the Lawrence Local, the prize being five pipes. The 100 yard dash carried with it a gold safety razor, which was won by Brother Gibbs, of Lawrence. Brother Premo, of Lowell, won the Five Dollar Gold piece prize in the one-half mile race, and Brother Bragdon was awarded a pipe for winning the fat man's race. A race for men over 25 years service was won by Brother Fitzgerald of Lawrence. The silver link race for men over 45 years of age, was won by Fells of Lowell, who received Five Dollars in gold. The Manager's race was won by Manager Chase of Lawrence, the prize being a pipe. The three-legged race was won by Doyle and Atkinson of Lawrence. The prizes were stick pins. The potato race was won by Gibbs of Lawrence, who received a gold chain. Representative Warren of Lawrence was starter in all races, and Mayor Donovan of Lowell was judge. Recording Secretary Fox of Lawrence acted as clerk of the course.

At 2 o'clock P. M. a chicken dinner was served and all who were present later left the table well filled. Plenty of refreshments characterized the day.

The Lawrence committee comprised President John F. O'Brien, Vice-Pres. Leonard and Brothers Doyle, Fox, Poulin and Early. The Lowell Committee was composed of President Powers and Brothers Premo, Clancy and Hamer, of Division No. 280.

—Fox.

TRIBUTE TO LATE BROTHER DAVIS

New Albany, Ind.—Again death has visited the ranks of Division No. 838, calling to his eternal home one of our oldest members, Brother Wm. Davis. His death took place July 26, after a long illness of complications of diseases. He was 46 years of age. Brother Davis was also a member of the Masonic order and Modern Woodmen, and a highly respected and beloved citizen. While in the midst of his illness he suffered the loss of his son, who was drowned while swimming in Glenwood Lake. Thus the family has suffered double sorrow.

Brother Davis leaves a widow and three children, who, by resolution of our Local received the profound sympathy of our members.

Division No. 838 can report progress at this writing.

—COR.

BROADCASTINGS FROM OTTAWA

Ottawa, Ont.—It is with pleasure that I report the progress of Division 279. It has been an up hill fight with us for the past three or four years. This last six months, however, I am pleased to report things have taken a change for the better. Many valuable suggestions have been made at our meetings. The most important of these is a book with our agreement printed in full, and many other items of interest in it. I would like to make special mention of Brother Frank McRea who proposed getting out a book of this nature, and the committee to whom all honor is due for the success of this book. Brothers Orange and Leclair have not only secured enough advertisements to pay for the printing, but they have quite a sum to add to the Sick Benefit fund.

Now boys, let us boost, not only the book, but the committee who has undertaken for the first time in our Division to start something that has been both financially and in every way a success. You just come to the meetings and you will see what this committee is doing for you.

Brother Charron the man who proposed holding a Euchre last year, has made the same suggestion this year. Henry would however, like to have a few more willing workers than we had last year. Now brothers, last year ten of our members ran a two series euchre and net \$269.78 for our Sick Benefit fund. What could we do this year providing the entire membership was to do just a little.

We extend our sincere sympathy to Brother Henault and family in the loss they sustained in the death of their daughter.

We also extend our sincere sympathy to Brother Wm. Cousineau and family in the loss they sustained in the death of their dearly beloved wife and mother.

We wish to offer our congratulations to Brothers John Campbell and Buller Proulx who have taken unto themselves a wife.

Brother B. Tessier who has been on the sick list for several months is back at work again, and we are all pleased to see him look so well.

Brother Jas. Peck is in the Rideau St. Hospital. We wish him a speedy recovery.

Brother Archie Byron is still on the sick list. However, we are glad he is able to hop around a little.

—Div. 279.

ARBITRATING WAGE SCALE.

Peoria, Ill.—It may be a little late to announce our staff of officers but for the benefit of other Locals I may say that our officers who are efficiently serving 416 are: President, Joe Scott; vice-president, E. O. Brooks; recording secretary, Robert Hoyt; financial secretary-treasurer, O. E. White; conductor, C. A. Davis; warden, Edw. Haun; sentry, Joe Brown; correspondent, S. J. Fitzpatrick; executive board, Joe Scott, Wm. Cunefare, C. P. Cook, Robert Willingham and Orville Matthews. Wage Committee, Joe Scott, John Ragan, Orville Matthews and C. P. Cook.

Our financial secretary-treasurer, Brother O. E. White was our delegate at the International Convention held in Oakland, Calif. last fall. He reported a wonderfully good time and that much progress was made by such an open minded convention. He was much impressed with our International President and staff of officers who have given the best years of their lives to the cause of organized labor, and especially the Amalgamated Association.

Brother Henry Bomgartz, known as Big G. accompanied Brother White to Oakland. He is an old bachelor and was much impressed with the fair sex of the Golden Gate. It was with difficulty that Brother White was able to prevail on him to return to Peoria.

The Illinois State Federation of Labor Convention will be held in this city in September. Our delegates are: Brothers E. O. Brooks, Robert Hoyt and O. E. White. Brother Brooks is a veteran of many labor battles and has attended many conventions. Our needs will be cared for.

G. E. B. Member Allen H. Burt made a great hit in Peoria as assistant to our wage committee, and is well liked. We were in conference with our company from May 1. The wage question finally went to arbitration and we were three months in selecting a third arbitrator. We believe we offered fair and impartial men to the company, but the management couldn't see its way clear to accept any of them. Our arbitrator is Henry Mansfield, honorary member of Division No. 416, and the company's arbitrator is Mr. L. E. Fischer, a prominent engineer of East St.

Louis. Attorney C. E. McNemor will present our case. Messrs. Fischer and Mansfield have battled on many contracts of ours before. Our third arbitrator is Mr. Wm. V. Williamson who sat upon the Board last year when we received only 3 cents increase. Mr. Williamson, a member of our school board was formerly a member of the Brotherhood of Locomotive Firemen, like the writer. He should know from experience with the scoop shovel and watching the steam gauge for from 24 to 30 hours of grinding, what a working man has to deal with. And it is about the same on the Birney type of car. It is being motorman, conductor, claim agent, bus driver, news boy, baggage man, trolley jumper, lineman, trackman, signal man, dodger of autos and jay walkers to possess the grand title of "operator" at 52 cents for the first year, 55 cents for the second year, and 57 cents per hour thereafter, when we formerly received 59 cents per hour upon the two-man cars during the war. Living is just as high in Peoria now as then. We all feel we are entitled to a good raise, and hope our arbitrators will treat us justly.

Nearly all of our barns are overstocked with extra men, granted the privilege of taking three months leave of absence, subject to call by the company to return to work in accordance with seniority.

Brothers Bong and S. Fitzpatrick took advantage of excursion rates Sunday, August 17. Brother Bong is a veteran of the Spanish American War, and went out to the Lakes to greet former comrades. Fitzpatrick had it in his head that the lake on the Illinois River at Peoria was larger than Lake Michigan and made a wager of six heads of cabbage with Foreman Gordon, who won, and who will convert his cabbage into sauerkraut, a dish of which he is exceptionally fond.

Brother Bill Roche now uses lights on his Ford. Somebody ditched Brother Joe Dolan's rhubarb. Safety first keeps the girls from behind the curtains at night.

Brother Al. Pugh drives into the ditch no more. For fish apply to Brother John Donahue, who walks ten miles for a can of worms, six miles to the river and occasionally brings home a 4 oz. sun fish.

For coal see Brothers F. Gess, M. Wadsworth and Dill Hall.

For potatoes see Brother Joe Brown, and for chickens see any street carman married or single.

For money there is nothing doing.

For health see Brother C. P. Cook, the doctor of Division No. 416.

Brother C. W. Davis, our former correspondent, settled up and left for parts unknown. This forces the old head back at the job.

Brother Roche is still on the sick list.

As dance time again approaches, Chairman Leach is writing up some new Fox Trots.

I hope to have a good report on our wage arbitration for the next issue.

—COR. 416.

ANNUAL PICNIC ENJOYED

Clinton, Iowa.—We have now a stop-and-go sign at 5th Ave. and 2nd street which is located on the Lincoln Highway, one of the most congested corners in Clinton. It is proving very satisfactory.

The employees of the C. S. Ry. Co. and their families gave their annual picnic at Eagle Point Park, July 31st. Games and contests were participated in.

The men had to attend the picnic in relays. Those working in the morning attended during the afternoon and evening and vice versa. The late men played a very sensational game of ball in the morning. The score being two and one. Brother Tadsen's team defeating Brother Gollin's team. The twilight game between Andersen and Carroll's teams resulted in a defeat for Carroll's team by a score of one and nothing. The one score was the result of Anderson's 245 lb. 2nd baseman, G. McGrath, making a home run. The game was a pitchers' battle from start to finish and was witnessed by several hundred people. Brother Lord was the humble umpire and was razed from start to finish by both teams.

Division 911 issues an open challenge to any fast team.

Dinner and supper were served, about 250 in all being taken care of. The evening was spent in dancing. A prize waltz being on the program, first prize was awarded to Brother Chris Clausen and Miss Lillian Gabriel.

The crowd left at a late hour after having the best outing that has ever been held by the employees of the Clinton St. Ry. Co.

Cor. 911.

PRESIDENT OF REAL SERVICE

Evansville, Ind.—I am pleased to advise the readers of this magazine that Division No. 878 is getting back the old pep. In June we held our annual picnic in Mesker Park, a large, beautiful woodland and everybody tried to be children again for the day. Prizes were awarded for games and contests, and a good time was enjoyed by all.

Following our picnic we launched our safety campaign. A Two Dollar prize was awarded to Brother Edw. Maxwell for the best written suggestion on the prevention of accidents. His product was as follows: "To prevent accidents keep your eyes just a little ahead of you; keep your mind thinking of the things ahead of you; keep your hands and feet ready for action to save the thing just in front of you. When you're on the job the time to look is now; the time to think is now; the time to act is now, to save the things just ahead of you." The boys thought so much of the above suggestion that it was ordered placed on the bulletin board. Our safety campaign is meeting with success. The boys are trying to keep the safety fire burning.

Traffic is heavy just now, due to conventions, baseball games, shows etc. Ringling Bros. and Barnum and Bailey exhibited here August 28. We also participated in the Labor Day Parade. The officers of our company got as much enjoyment as we out of our appearance in the Parade. They were proud to acknowledge themselves as the largest corporation in the city employing organized labor. Neither has caused the other the slightest trouble, but we have worked hand in hand since our organization was perfected some few years ago.

Our President, Brother Wm. Laswell has been of real service to this Local and it is through his untiring efforts that we have advanced so far this year. Extra men are joining our Local as fast as reasonably can be expected. Some of the boys who dropped out are returning. Look for some real news next month.

—878.

LOCAL REJECTS CREDIT SYSTEM

Pueblo, Colo.—Division No. 662 held her regular meeting the First Tuesday of the month. We call our first session at 7 o'clock P. M. for the day men, and shortly after midnight for the relief men. The sessions were both well attended. We had before us the suggestion of increasing our dues 50 cents per month, with a rebate to all members who attend meetings each month. It was put in the form of a motion but was defeated by a big majority. The strange thing about it was that the instigators of the proposition voted against it, claiming it had a bad odor. Come again, Dell, Earl and Frank.

In the absence of Recording Secretary Frank Carroll, Brother John Tulley has been appointed to make records of our proceedings at the evening sessions. At our late meeting one new member was obligated. We had the pleasure of having with us a labor speaker, Mr. Ben Wilson, who spent several years in Europe, and in the Great Britain Labor Movement.

The carmen, as well as all employees of our company are sorrowing over the loss of our General Manager, Mr. W. E. Raber, who was with us since June, 1911. He was the fourth general manager since the time of the writer in employment here and I wish to say he has been far the best and most considerate of any of them. He has received a higher promotion in the employ of the company and will now be situated in San Diego, Cal. Our new General Manager Mr. W. N. Clark, with the company for many years, and manager of the Caanan City Plant, comes well recommended. We wish him success with our corporation in all lines of work. His assistants are Messrs. E. W. Stone and W. C. Porter.

The street carmen of Pueblo are grieving over our great mixup. We will be in it for the next year or more as the result of the change of the Arkansas River channel to its new location. This will be a great handicap, changing the viaducts and bridges and building new ones. But remember, our State Fair week is September 22-27.

—COR. DIV. 662.

ROSTER OF QUALIFIED OFFICERS

Atlanta, Ga.—The Staff of Officers of Division 732 comprise T. L. McBrayer, president; J. W. Cagle, vice-president; H. E. James, recording secretary; E. P. Dodd, financial secretary-treasurer; J. A. Roswell, warden; J. C. Thompson, sentinel; execu-

tive board; J. W. Askea, J. G. Elliott and G. W. Garner of the Transportation Department, H. L. Gibson, Shops and J. F. Mann, of the Railway Department. It goes without saying that our members are well pleased with the efficient work being performed by these officers, some of whom were new at their posts. Your correspondent will vouch for all of them being gentlemen, and feels sure they are well qualified to continue their work with credit to themselves and our Division.

For years we held our meetings each Tuesday night and Wednesday morning. Sometime since we changed our meetings to the first and third Tuesday nights, and the following Wednesday morning. The change was made for the purpose of boosting attendance. Next to a feed in boosting attendance, is contract time. During that period we had well attended meetings. Could we make our agreements every three months we would at least have four or five good houses during the year.

The climate, as representatives of many of our Locals well know, who visited Atlanta three years ago, is healthful. While we may have rather hot days, we have nights cool enough to make sleep peaceful and appreciative.

I have been in the street car service some 20 years and during that period there has never before been such improvements made with bridges being rebuilt, as during the early part of 1924, and it is continuing. Of course, it then interfered somewhat, with our car service.

—826.

WOULD WELCOME VISIT

Peterboro, Ont.—The brothers of this unit of the Amalgamated Association are complaining a little about no news from Division No. 622 in our Journal. The solution may be that the correspondent is a little lazy. We haven't held a regular meeting here since May. So I can confess that it appears to me that others are a little careless. However, a meeting is called to be held the second Sunday in October when every member should be present and no doubt will. Then meetings will become regular.

Some of our boys have been enjoying trips back to the cottages at the Lakes. Others are very careful not to allow themselves to do any more than they cannot possibly avoid. Brother Fred Turner enjoys letting his conductor run a block through the main part of the city.

Brother B. McCrea is taking a partner unto himself for life, for which his associate brothers wish to congratulate him and her by wishing both much joy and happiness, and a long life.

We would like to know how Brother Pearson of Division 113, Dundas Barns, Toronto, enjoys stepping into the shoes of Brother Clow.

Our brothers are taking holidays in turn.

Our brothers deeply regret not being in a fit position to send a delegate to the convention held so close to our home town. Some are careless about paying in their necessary dues. It would be greatly appreciated by the officers if these members in the future would pay up promptly.

We would be mighty pleased if we could have a visit paid us here by Brother Magnus Sinclair, Toronto, on October 12. I trust this suggestion will reach the eye of those who are in a position to see that he is here in attendance at our next meeting.

—COR. 622.

GOING STRONG

San Jose, Cal.—Division No. 265 is going strong and the boys hope to soon report a membership of nearly 100 per cent.

There is no news but good news. The boys take out their cards faithfully and only five or six stay away from the meetings. The boys of Division 265 are going on their vacations—twelve days at full pay. If they do not wish to go away they can have 12 full days' pay added to their pay checks at any time after July 1 in each year.

Men absent on their vacations, or who have been are: Brothers R. H. White, who is in Plumas Co.; J. Bolton, returned; R. L. Jameson, took a trip to Oregon; J. W. Goble, spent two weeks away; Ralph took six days of his 12; M. Judge is away at present. F. Spinelli will soon go away.

Brother E. C. Holmes continues on the sick list and has been a kind of mascot of the men of Division 265.

Brother W. Cave had a bad sick spell but is again at work.

—265.

PLEASE WATCH YOUR STEP

Wheeling, W. Va.—Some time since there appeared in the Motorman and Conductor an article under the head "Remove the Defect." The article was written by the Correspondent of Division 103, and imparted the information that there were some of the members who do not notify the committee when they are sick or disabled and was a warning to them. It seems that warning has not been seriously heeded so there was an order issued by the president of our Local that any member who is sick or disabled and does not notify the committee within ten days at the beginning of such sickness, or disability shall receive no benefits from the Local. Men, the by-laws say you must notify the Local some way within ten days from the beginning of the sickness, or claimant will not receive benefits. Please watch your step in the future.

Business has been slack in Wheeling for sometime and as a result Boards at the various barns are thrown open often for a pick of runs. The Board at the Island Barn is thrown open so often that a man has one run today and tomorrow will be picking another.

Your correspondent is meeting with great success as a dramatic club collector. So watch for the future.

The Wheeling Traction picnic was held per schedule and no doubt would have proved more successful had it not rained during the afternoon. Games were indulged in in the morning and the prizes were given away. About the only thing that was pulled off in the evening was the final contest of first aid teams. The McMechen Barn Team was first, the early straight team at the Island Barn running second, with the late straight team at the Island Barn running third. The up river barn was fourth and fifth. The McMechen team received the prize of \$25, and a free trip to the West Penn. Picnic at Oakdale, Pa. with pay. We congratulate them on their victory.

It is reported to your correspondent that Brother J. J. Blade, in the Government Hospital at Washington, D. C. is improving very nicely. We hope that Brother Blade will continue to improve and will be with us in the near future.

Brothers who do not receive the MOTORMAN AND CONDUCTOR Journal will please notify your corresponding secretary who will give your complaint immediate attention.

That which makes our meetings interesting is the interest you take in them.

—J. D. 103.

OBTAIN RESTORATION OF WAGES

Lansing, Mich.—M. and K. Howell were recently married. We hope they will enjoy their new life and that their troubles may be little ones. They have our best wishes.

Brother Perdue was recently passing cigars—had an addition to his family is all, and he wanted the boys to know it. He said so. Well he and Mrs. Perdue have our congratulations and best wishes.

The management of the property upon which we are employed recently seemed to think that we could work for less wages. The result was that a notice was posted, giving us a 2½ cents per hour reduction. We protested this reduction in wage and through our joint advisory board of the various electric railway locals our protest was placed before the management and our old wage rates were restored to date back from June 1. It is reported that the management placed before our representatives that the property is in extreme financial disparity and the management wanted us to participate in maintaining the service. We are participating and we have participated for several years. We were working at a very low ebb wage. For us to have participated further in a reduction in wages would have put us and those dependent upon us in a more distressing condition than the property is in. We are interested in the property; we want to see it succeed. We will do all we can to make it succeed. But when it comes to cutting our wages, that is going beyond what we can do and maintain ourselves, to say nothing of maintaining the property. Well, whether it is a sequence to our protest or not, on the first day of August, 21 of our boys were dismissed from the service. Preceding that, eight others were dismissed, making 29 in all. This created a deep grievance, which was placed before the manager, who put 14 of the boys back. These cases were thoroughly investigated by President Wm. Quinn and Board Member Montgomery, with the result that petition was made to the Joint Advisory Board for assistance,

and upon reviewing the cases, the Joint Advisory Board has placed other cases to arbitration. The principal charge for the dismissals of August 1 was that operators would take fares from passengers and put them in the boxes. There is a latitude in this matter in the way of assisting people loaded with bundles, old ladies and children by receiving their fares and depositing them. Among the 21 dismissed, were some of our old men who had they been stealing, would have been fired long ago. They have contributed to keep this property up and they are entitled to some consideration. We realize that the purpose of the fare box is that the conductor or operator shall not handle the fare but circumstances require diversion from the set rule. We hope this thing will be satisfactorily straightened out by a board of arbitration.

—563.

SADNESS MARKS DEPARTURE FROM THIS LIFE OF MRS. JULIUS LUSCHINGER

Cincinnati, Ohio.—Mrs. J. Luschinger passed away Friday, August 8, at 7:30 A. M. at her late residence. The funeral was held Monday, August 11. Many friends and relatives mourn her loss. She was loved by all. People in all walks of life paid tribute to her. Division No. 627 was well represented as well as the firemen, policemen, and in fact all who knew her who were able to be in attendance paid their respects.

Our old friend and financial secretary, Brother Abe Spradling is on the sick list. He is down in Kentucky spending a few weeks to recuperate and we hope he will come back again as of old. We don't know whether it is his heart or whether he is in love. We miss him at the office and at the meetings. He can rest assured that we will be here where we left off, when he returns.

August 7 we held an open meeting for the benefit of our wives, mothers, sisters and friends to interest them along the lines of purchasing goods bearing the union label, and also what the union is doing, or has done for the worker. Subjects discussed were the old age pension law, state liability insurance, and the coming election. We urged all to come out and vote for the labor candidates, whose names appear on cards circulated at the meeting. The meeting was not as well attended as we would wish. Our president was very much disappointed. The speaking was followed by a dance and ice cream and cake were served. Those present enjoyed themselves very much. President Luschinger was unable to attend, owing to the illness of Mrs. Luschinger, but his thoughts were with us.

Delegates elected to attend the Ohio State Convention are arranging their affairs and if any members of the Local have resolutions or bills to be acted upon they are urged to notify the Chairman of the delegation at once. It seems Brother Camp and Brother Metz are going to sleep in one bed.

There seems to be some dissatisfaction among the brothers on account of the agreement having been signed for a period of two years. It was put to a vote and the men voted to accept, so there is no use of branding the act. Come out to the meetings regularly and if you have any faults or grievances, get on the floor and state them. That's the place, not in the "Bum Room."

Some of our brothers are on the sick list. Call around and see them and give them a little cheer. It goes a long way.

Brother Joe Spradling must have seen too many bathing beauties on the windshield of his machine. It required some stitches to put his nose in shape.

—627.

REPORT PROGRESS

Sioux City, Iowa.—Our night foreman, Mr. Andy Anderson, has returned from his vacation, during which he visited Mexico, and reports having a wonderful trip.

Bro. Hans Peterson is on the sick list, and now wishes to subscribe to the sick fund.

Bro. A. H. Prosser, and his bees, seem to have a number of fall-outs, and effects may be noted on Art's person, from which stingers are often extracted. The bees seem to get the best of it.

Bro. Ed. Herman recently lost his nice, all-day run on the College Line. The loss was sustained through the bumping process.

Bro. Johnny Motts is suffering from a summer cold, recently from too much exercise.

Bro. Ed. Sawyer doesn't like sudden changes. Our local reports progress.

—779.

YIELD HONORS TO UTICA LOCAL

Syracuse, N. Y.—The annual outing of the Syracuse Street car men of Division 580 was held at Brewerton, July 23, at Washburn house and the feature of the day was a base ball game between the Utica and Syracuse Divisions which was won by the Utica men by the score of 9 to 7.

Details follow:

Utica Line-up	Syracuse Line-up
Laird, P.	Brickheimer, P.
Jones, C.	Scanlon, C.
Tallman, 1st B.	Zelinski, 1st B.
Slipeneasy, 2nd B.	Laumiestir, 2nd B.
J. Largay, S. S.	McCarthy, S. S.
Croak, 3rd B.	E. Welch, 3rd B.
Sager, R. F.	E. Clary, R. F.
Shannon, C. F.	K. Ladd, C. F.
D. Jones, L. F.	J. Loftus, R. F.

Substitutes: J. Barry, I. Van Etten, C. Matty. Summary: Brickheimer, formerly a catcher of some reputation got the idea in his head that he was a pitcher, but when the game was over, he was the only one left that thought so. He had nothing at all on the ball and was hit all over the lot and refused to quit when requested by Manager McGinn. We have decided that he is a glutton for punishment. Laird, the Utica pitcher had a good fast ball which fooled the Syracuse men. The field was in a very poor condition and in no shape for a ball game. Ray Tallman, the Utica first baseman played sensational ball although while running the bases he lost part of his clothes, and came near getting arrested for exposure. Our genial friend from Utica, Pat Noon got so excited at one of the crucial points of the game that he removed his hat and let old sol beat down on his bald head so fiercely that when he got back to the hotel it was all covered with red spots and for the remainder of the afternoon he was shunned for fear that he had small pox. In the sixth inning when the score was 7 to 4 in favor of Syracuse, International Officer Brother Largay gave the boys from Utica a lecture more forceful than any address he ever made from the platform. It certainly had its effect for in the next inning the Utica boys came back with an avalanche of hits that completely smothered the fast tiring Syracuse pitcher. Harvey Woodard called the balls and strikes but some of the Syracuse boys recognized his defective eyesight. Crabby Sager of the Uticas played right field and while he might not shine as a ball player, he might shine some as an elocutionist. Dave Jones, the veteran E. B. member from Utica and Hank Merritt from Syracuse ran a 100 yard dash which resulted in a tie. Then we all went to the hotel for a fish, chicken and frog leg dinner.

We were honored by having with us some of the Company Officials of the Utica and Syracuse Lines which included Mr. John E. Duffy, Gen. Supt. John Jones, Supt. Utica Lines, Harry Severt, Asst. Gen. Mas. Mech. Mr. McCann Master Mech., Syracuse, Mr. Doyle, Master Mech. Utica. All made appropriate addresses. The feature address, however, was made by our old friend the best watch maker and the bummiest umpire in the country, Gates Rosenthal, International Vice-Pres. James Largay acted as toastmaster. A very enjoyable day was had by all and we closed up the dinner by standing and singing America, which was the end of a perfect day.

It is with deep regret that Division 580 has to again record the death of another old member, Brother Andrew Klumbach, who was a conductor for fourteen years. He was a most loyal member and will be missed very much. Our sincere sympathy is extended to the bereaved family.

Some of the brothers are getting ready to run buses, which will start in September.

Brother Hill is on the sick list.

Our hats are off to Brother Bert Weldon, who is the proud father of a son.

Brother Ames is the father of a baby boy.

It has pleased Almighty God in His infinite wisdom to take from Brothers P. Ryan and M. Travers, their beloved wives. We tender our sympathy to Brothers Ryan and Travers.

—Div. 580.

ONE-MAN CARS REDUCE EMPLOYMENT

Brantford, Ont.—Brothers, your correspondent notices with much regret, the reduction taking place in our ranks through the one-man car system. Two additional members have been dispensed with to save running expenses. If this were done in the right quarter, nothing would be said, but it seems strange that the poor operator is the one to suffer.

Our company has pulled off no cars but as far as the management is concerned, they have lowered the standard of service. As far as we are concerned we are doing heroic work but at a vigorous, mental and physical strain. Wage workers should organize for a purpose. That purpose is not for a day only. It is for all time. So bear in mind, boys, the success or failure of any union lies with the members themselves. What your correspondent is driving at is this: Though your company is reducing us in numbers we can always be strong in principle. We are 100 per cent strong today. Let's strive with all our power to stay so and we will always be on the winning side. I ask you, one and all, to attend your meetings from now to the end of the year. You know the annual election of officers will shortly take place and each and every one of us should participate in the selection of officers. We should always help.

A few days ago Brother Ted Wellar tried his hand at driving a kiddie car on the side walk. I regret to say that it ditched him. He didn't know where to look. He endeavored to steal away but he was seen. Instead of running the car on a series he tried full parallel so it blew his breakers and over he went. Ha! Ha!

The big event this Local has looked forward to for years has taken place at last. That is the marriage of one of our senior members, Brother Jimmy Swaisland. We all wish Mrs. and Brother Swaisland every success but Jimmy might have shortened the suspense.

Brother J. Soper makes it a sort of holiday when his wife goes away for a day. He likes to get away from his work two or three hours earlier so he can get all the fun to be jammed into those few hours before she gets back. Go to it, Jack, all's well.

—SNAP.

RENEW OLD AGREEMENT

Amesbury, Mass.—At the call of President Longmaid, Division No. 785 held a meeting of two sessions August 26, one at 9 A. M. and the other at 8 P. M. to allow both night and day men to assemble and take action on our agreement with the Massachusetts Northern S. R. Co. A goodly number were present at both sessions. When ballots were counted it was found to be practically unanimous to accept the old agreement for another year, showing that our members are wise enough to accept a good thing when it is offered them. Our Local is in a thriving condition financially, and our brothers seem to realize that each is a part of a great organization and each stands ever ready and willing to do his bit to make it a success.

A little more than one year ago, our President and a few brothers got together and discussed the advisability of organizing a sick benefit feature of our Local, with the result that nearly every brother is a member of the sick benefit branch of Local 785. Each member is assessed 40 cents per month and we pay a benefit of \$10 per week for 13 weeks. Our experience would recommend to other Locals the advantage of a sick benefit feature. No one is exempt from illness and a little money coming in for a few weeks while one is under the weather, if but \$10 per week, helps to keep the wolf from the door.

—785.

OBTAINED FIVE CENTS INCREASE

Altoona, Pa.—Division No. 801 now meets every second and fourth Thursday of each month. Brothers, come to the meetings and help do the business that is to be done, as your officers cannot do all the work without your help. It is to your interest, as well as theirs, to see that the business is done.

Our Executive Board has worked out an agreement with the company for two years, providing an increase of 5 cents per hour in wages. This will make our maximum rate 60 cents per hour. Brothers, put your shoulders to the wheel and do your work in such a business-like way that the company will get even more than what is due it and it will better provide for future advances.

The Logan Valley employees held their annual picnic August 19 and 26. They had a program of sports for all and some fine prizes were awarded.

Brother W. G. Housel is motoring through New York State and we wish him a pleasant journey.

Brother J. C. Davis is building a fine home as a haven of rest in the future for his worthy lady and himself.

Our Summer rush will soon be over, and the brothers are even now talking of the hunting season.

—SECRETARY.

RENEW OLD AGREEMENT CONDITIONS

Windsor, Ont.—Division 616 has obtained a renewal of her old agreement. The committee acted well and in accepting the old contract. We had for an increase of 10¢ per hour for all motormen and conductors of 2 years service but the Motor Commission could not see its way to give us an increase and the committee, taking into consideration the extremely poor industrial conditions, voted back that nothing could be gained by putting a big front and throwing good money after something we could not possibly get. As it now stands, we have an agreement that can hardly be improved, except for the wage clause.

Several of our members have been taking vacations during the past few weeks. Brother Tom Reid reports a fine trip to Buffalo and up through Western Ontario. Brothers Gouellet and McLeod recently returned from a motor trip to Niagara Falls. Brother Jim Pickard, our recording secretary, also Brother G. Logan took in the old reunion at their old home town, Thamesville. Report an excellent time.

Brother C. Davidson has acquired a new Ford touring car. We hope he will have many pleasant

trips. The Baseball team was successful in winning the half of the Industrial League, winning six and losing one game. They have earned the right to be the winners of the second half. Brother Harold McLeod is the undefeated pitcher in the League. He was turned in a fine exhibition of baseball and appreciated his services. Well, boys, let's get out root for 'em in the second half.

Our picnic held July 23rd at Bob-Lo was a huge success. The weather man did his part fine. Sports held and it was good to see the smiles on the faces of the winners taking home their prizes.

We would like to know how Brother Willie Pink holds down his job on the line when he is a race with 15 year olds. It is understood the mature age for conductors and motormen is 21. Look out Willie, you'll be getting held off as you age.

Several days a Ford Coupe was parked on Avenue by the Scottish Rite home. Will anyone Readman and Yarry explain?

Bulletin issued refers to Rule 16, re: talking to cars. Brother Geo. Scott wants to know what if his own mother came up to talk to him. Help Brother Scott out.

We would recommend a Karavan for Brother Farrar. Shorty says it is cheaper to move than pay rent.

Brother P. Simser is back on the job after a month's absence. Brother Chas. and Mrs. Avery are to be congratulated on a visit from His Majesty, the Stork, brought a bouncing baby boy.

Company installed an owl car service August 1st. Negotiations were completed with the various councils of the Border Cities. More work for our men.

Remember the dues collector on pay day. —616.

LET'S WORK TOGETHER

Wash., D.C.—Local 587 starts the new year with a slight change in officials. January 3, the new officers were installed by Brother M. J. J. as our retiring president; G. R. Roles, president; W. Hall, vice-president; W. E. Carpenter, secretary-treasurer; E. C. Fuller, business agent; W. E. Clark, recording secretary; J. B. Clark, warden; J. B. Carpenter, correspondent to MOTORMAN AND CONDUCTOR. Executive Board Members, Chas. Soloman Gordon, M. W. LeBeck, P. C. Y. A. H. Force, F. H. Johnson, L. Peterson, H. H. R. W. Oswald, M. A. Carlton, B. H. W. B. Milnor, C. R. Gay and G. H. Lind.

At the installation Brother Murray made a impressive talk in which he sighted to the men they were enjoying the highest rate of pay ever paid by Seattle Car Men. Following a few business transactions we listened to competent address

from E. P. Moeger, president of Alpha Auxiliary of the Street Car Men in which she laid great stress on the importance of their organization and the ingenuity of their members to aid the trainmen in their endeavors of securing a fair wage and humane conditions. Although we are receiving the most in eight the next step is to secure pay to enable our men to have sufficient to educate their children that they will become American citizens.

At the conclusion of Mrs. Moeger's address, we were served with coffee, cake and sandwiches which appeased the hunger of husbands and others.

At the regular meeting which was well attended and many propositions disposed of, but one which every member should give much consideration to, was the plan proposed by Brother Soloman Gordon, which, if allowed to materialize, would be the means of our Local having a home of their own. I am sure every member will help to push the idea through. —COR LOCAL 587.

SINCLAIR ATTENDS SPECIAL MEETING

St. Catharines, Ont.—Since our last article in the M. & C. Division 846 has indulged rather a busy time attending to matters both in regard to the union and members.

G. E. B. Member Magnus Sinclair attended a special meeting recently and his explanation on a certain subject he was called upon to settle was much appreciated by the large number of members present.

Owing to the many picnics here our regular meeting of August 4 had to be put off until August 14. The company had a very busy time this Summer. The boats running between Toronto and Port Dalhousie are crowded.

Well, brothers, there is still some kicking about different things that have taken place. It would be to the interest of all concerned could these matters be settled in the right place. Our president is willing to listen to all arguments, and if possible, will see that each gets a square deal. Attend the meetings, boys, and if you have any little grievance, let's settle it there among ourselves. I am sure this would bring the members together in a gratifying spirit.

Who knocked the O. K. out of smoking?

Some of our brothers would like to know if Brother Pink has taken to baking during his spare time.

Brother Dillmer has got it over us all for style. He certainly looks cute in his derby hat and frock coat.

Will some of our brothers please observe what stools they take when starting out on their runs?

Brother A. Crozier's reply to Brother Richardson's note was worthy of a Shakespeare and was the cause of much fun among the boys.

Brother Darrochi is quite proud of his mustache just lately started. Keep it up Allen, you are doing fine.

In Remembrance

Were you ever out with car 71? Oh, my, what a glorious ride—

From St. Catharines to Niagara Falls, how she rolls from side to side.

It is all right just for one round trip, though it is Niagara-on-the-Lake.

But when you work 9 hours or more your old-time back begins to ache.

Some people blame the motorman, but it's not his fault at all.

It's in the car where trouble lies, for she rolls on just like a ball.

The questions that are fired at you can't help but get your goat.

They ask if it is the section gang that set the track afloat.

Of course you cannot blame them much for kicking on the ride.

As you watch them hang to the seats as she rocks on from side to side.

"Is that the best you have today? Where is car 81? What's wrong with car 63, or 80 and so on?"

This is what you hear them shout as to the car they stray.

They're thinking of the bumps they'll get before the end of day.

Now we hear she is for sale, and her mate car 70, too.

We wish the buyer the best of luck, for to him the credit's due.

Well, brothers, don't forget to attend the meetings. Let's stick together a little closer. It is all for our benefit in a good many ways.

—J. E. F.

Who never ate his bread in sorrow,

Who never spent the midnight hours

Weeping and waiting for the tomorrow,

He knows you not, ye heavenly powers,—Carlyle

INSTALL NEW SET OF OFFICERS

Meriden, Conn.—Division No. 163 has just put a new set of officers in charge. You can look for something doing. Bill Laskowski is president. You bet he will take up your case for you.

Some of our good members are eating in a lunch room that is unfair. Get wise and think how you got your 60 and 67 cents per hour. Was it through unfair lunch rooms or non-unionism that you got it?

Brothers, did you ever hear of the fellow who goes to the Superintendent and tells him what he thinks of him, and then when he meets him runs away? When we were kinds we used to swim in Harbor Brook and when we saw that stuff coming down the Brook we got under water and let it by.

Now that we have a good set of officers, let's show up at each meeting and get things going right. Many of the boys did not show up at the last meeting. They had early reports to make but if they got an hour overtime they should have been there.

Brothers, let us try and help Fred Hubbell, and pay our dues. Don't give him a hard luck story, then when he pays out Ten Dollars for you tell him to try and get it somewhere else.

The Local is going to get \$55 back dues from some of the brothers, even though we have to see the Boss.

Brothers McSweeney and Avery have returned from a two weeks trip to the Shore.

Brother A. Mollinson is back from England where he enjoyed a full half and half. There are some who would have been pleased to be with him.

It is told that some of our boys are stopping autos and asking them to pull the street cars up the hill, so they can save power—some more of that Harbor Brook stuff.

Don't knock a brother for something you are doing yourself. Some are knocking because they don't get the things that others ahead of them get.

We have brothers who are saving up for a new auto. Good luck to them, but look out and have a little left for a rainy day.

—LOCKER.

ANNUAL OUTING OF STREET CARMEN

Fall River, Mass.—The Street Carmen's Association conducted its annual outing to Rocky Point on Tuesday, and a splendid program was presented and enjoyed. The large party of street railway employees and their families left on special cars from Stafford Road car barn at 7:45 o'clock, and from City Hall at 8 o'clock. The trip to the Rhode Island resort was pleasant and informal bantering was entertaining.

The party went to the beach upon their arrival at the Point, the big attraction being a match race between President John Marchardo and Charles Marchand. Marchardo had agreed to the race, but did not bring his bathing suit, evidently believing that there would be none large enough to cover his ample breadth at the beach. He was surprised and discommoded when the bathing beach clerk produced a large bathing suit which had been purchased for John Bunney when he once visited Providence. This proved a very good fit, and President Marchardo entered the water, other bathers who could not swim retiring to shallow water in order not to be deluged by the rising waters.

The race was humorous with the men starting out evenly. Marchand began to gain and was repeatedly leaving the union president, when John seized his opponent's feet and hauled him back. As a result, Marchardo won. Operator James Burns, a member of the Life Saving Corps, was on duty to aid the racers should they get exhausted.

A clambake followed and the many attractions were visited and enjoyed. The return home was enlivened by Dick Labrie, who had the crowds roaring with his feminine impersonation in female attire. It was remarked that Dick must have observed some of the weaker sex very closely during his railway experiences in order to so depict their actions.

Harry Rounds, famous story teller, kept up his end with many new ones.

AWARD GRANTS FIVE CENTS INCREASE

Trenton, N. J.—Division No. 540 is enjoying the best of health and hopes that all sister locals are in the same enlivened condition.

It was not lightning that struck our meeting room. It was the award of the arbitration board. The award gave us 5 cents an hour increase, when we think we should have had 35 per cent increase. It is hard to swallow, but we must be content. Funny

things happen, but this is about the funniest. Long letters and a lot of fool reasons don't pay the rent or keep the bills down. When bills are being made out we hope the depression of the times and the shortage of extra money with us is taken into consideration.

The men employed on the day shifts at the C. B. are now working five days per week and compelled to take ten days vacation.

A word to the wise: When you are warned by the Executive Board to be careful, why not take a tip and try to do what is right? Use your head, and put our Board Members up where they belong. The Board has hard enough work defending men who do not listen.

Brother Scully finds it doesn't pay to go joy riding before he is through work.

Brothers Hassell and Pearson were recently seen pushing their Ford Sedan down hill. Brother Hassell was shouting, "I told you to put gas in the tank, pop."

A report from Brother Al. Remsen is that on Center St. he was riding fast and two minutes late.

Brother J. Gayen has returned from Troy, N. Y. where he spent a vacation of two weeks. He reports that in Troy the service is being mostly run with non-union men. But the company is complaining.

Don't forget that vote of co-operation we gave to Brother Buker when he took his new job. It will not only make better operators for the company, but better men for our Division. We wish Brother Buker all success in the world.

Let's have larger attendance at all of our meetings. Don't forget to vote for a business agent when it comes up.

—THE SUN.

REPORT DEATH OF COMPANY OFFICIAL

Hannibal, Mo.—After a few months absence this correspondent believes it is high time he was getting on the job again, and tell the world what is happening, has happened and what will happen in this home town of Mark Twain.

The most important item at present seems to be the paving bee, for this town has gone paving mad, and the local management has been having a hot time fighting city officials trying to keep from bearing all of the burden of the paving bills. They finally were forced to give in, although the city is doing the paying now with the company paying later.

New up-to-date one-man cars are promised in the near future. These are to be equipped with air brakes 'En' every thing, so we are told.

President U. T. Seniff is taking an extended layoff due to the fact that the "jolting" keeps him feeling badly. He is at present the official ticket taker at a local movie house. When the patrons come walking in Pat is heard to say "Fare please."

Al. Pennewell has decided to turn farmer.

Harry Gorton has been promoted to the position of General foreman. Well, Harry is a good man for the job.

During a recent Ku Klux Klan demonstration, the company did a large business. Thousands attended the lectures each night, which were held in a local ball park.

We learn with regret of the death of Mr. Sinclair Mainland which occurred at his home in Oshkosh, Wis. Mr. Mainland was a true friend of the local Brothers, we will miss him greatly. He was vice-president and treasurer of the local car company.

—COR. 872.

ESTABLISH NEW FARE RATE

Halifax, N. S.—The Nova Scotia Board of Commissioners of Public Utilities adjusted the fares on the road June 1st. The rates now are single fare, ten cent cash or six tickets for fifty cents, or five cents cash for those purchasing permits and showing same to the operator when paying fare. Permits are sold at the drug stores at a dollar per calendar month. The new system appears to be proving a success. The rates are about the same for the regular passengers; but an increase for the casual rider.

Brother L. Smith is on the sick list. We trust that he will soon be able to report for work.

Brother Pratt is looking forward to visiting Quebec this fall.

Do not forget, boys, that we hold our meetings in the Oddfellows Hall, Agricola Street, the fourth Tuesday of each month.

—COR. 509.

PROGRESSING

Ottawa, Ont.—Division No. 279 is now in a position where we can conscientiously report that our Local is progressing daily. We are continuously enrolling new employees, with the exception of a few, who only wear the company's buttons. We are also delighted to see our Emblem on some of our old members. We sure extend them a cordial welcome back to our ranks, and trust they will co-operate with the present Officials, as we sure are badly in need of every member's assistance.

Every member of our Division extends sincere sympathy to Brother Robt. Willis and family, in the loss they sustained in the death of their son, which occurred recently, in his 20th year.

Brothers Desjardine, Tom Dennis and Herb Munro, were delegated to the Trades Council Labor Day Sport Committee.

President Groulx generally starts his speech by saying, "I am no orator." On timing his speech the boys think he would make a good politician. However, we were glad to see him occupy the chair at our last regular meeting, even if he did have to come in on the limp.

We are glad to see Brother Herb Munro back on his run after a brief illness, and more than pleased to see him at the meeting. Call again.

Brother Arty Robinson bought some lumber to build a fence. He must intend to keep the neighbors' children out of his yard.

Brother Orange congratulated the Executive Board for their good work. Thanks, Fred.

Brother Jos. Brooks claims his age is telling on him, but he sure is some boy on the floor and we all like common sense.

Now, boys, the best way to show our appreciation to Brothers Orange and Leclaire for the good work they have accomplished in preparing our new time book, is that every member buy one for the small sum of 25¢ per copy. The proceeds will go into our Sick Benefit fund.

We are going to provide our vice-president with a stop watch and no subject will be discussed more than 10 minutes, unless otherwise decided by the meeting. This will somewhat shorten the meetings, and enable you all to be in bed by 10:30 P. M. So come and give it a trial.

Brothers McRea, Jennings, Thompkins, Mullins and Davidson were appointed as delegates to the Allied Trades and Labor Council. Let us hope they will attend all the meetings, and bring the good tidings back to our Local.

—COR. 279.

RESTORE OLD WAGE RATES

Jackson, Mich.—Through the prudent course pursued by the Joint Advisory Board of the various Locals employed upon the Michigan Electric Railway and the Michigan Railroad properties, Division No. 245, with her associate Locals has restored wage rates that existed prior to June 1 and from which the company made a reduction that took effect June 1. The president of our Local is Chairman of the Joint Advisory Board, which represents seven distinct groups of men—Division No. 245, Jackson, represented by President Fred Hamlin and Jess Cady; 333, Battle Creek, represented by President John Trausch; 343, Kalamazoo, represented by President Herman Wedel and Bert Riley; Division No. 362, Albion, represented by President R. D. Peters and Board Member Walter Wedel; Division No. 563, Lansing and Owosso, represented by President Wm. Quinn and Board Member Albert Montgomery; Division No. 849, Grand Rapids, Mich., represented by President Wm. Lowman and Board Member L. F. Sichterman; Division No. 849, Saginaw Branch, represented by President Ed. Rice. Brother C. W. Decker Secretary of Division 849 attended some of these conferences as an alternate.

In April, counter-propositions were made both for an increase by the Locals, and a decrease by the company. No agreement could be arrived at. The Company insisted upon five cents per hour reduction. This, of course, was refused by the Joint Board, and pending submission of a report to the general membership of the seven organizations, the Manager posted an arbitrary reduction of 2½ cents to take effect as of June 1. This reduction went into effect. The subject was passed upon by the membership and the Board was instructed to make no settlement that carried a reduction with it. At a meeting of the Board just prior to the final adjustment, the Board instructed Chairman Fred Hamlin, to take the subject to the President of the Michigan Electric Co. who resides in Toronto, which instructions he complied with by obtaining the intervention of Secretary-Treasurer W. D.

Robbins, who, it was later reported, placed the situation fairly before the company President and the old wage was restored to date back to June 1.

Another subject upon which report has been made to the Locals, was brought to the Joint Advisory Board by Division No. 563, Lansing, Mich. embracing the statement that 29 members of that Local were summarily dismissed for "handling fares" on busses and one-man cars. Upon this subject the Joint Board instructed Chairman Hamlin, Vice-Chairman Montgomery and Secretary R. D. Peters to make an investigation, learn the nature of each individual case and if the investigation showed sufficient warrant to submit a petition to the General Manager for reinstatement of the members thus summarily dismissed. The result was that in conferences with the Manager held by Chairman Hamlin and representatives of the Lansing Local, eleven of the dismissed members were reinstated. Some of the cases were ordered to arbitration.

While it is a fact that the receiving fare boxes are designed to eliminate the handling of fares by conductors and one-man car operators, the rules and requirements do make it necessary for conductors and operators to handle some fares, and often an operator will think it a convenience or a hastening process to receive and insert the fare in the fare box. This comes as sort of a natural observance of what appears to them to be efficiency in the service. However, this experience shows that it is better to observe the rule and insist on the passenger inserting the fare in the fare box. Some of the men dismissed were of long standing and high character. But as the agreement contains a process of adjustment of such disputes, the summary dismissals caused no radical emotion.

—COR DIV. 245.

ARBITRATION HANGING FIRE

Sioux City, Iowa.—Brother Dave Keyser has been appointed inspector on our street railway system. Dave is conscientious and will make a good man.

Checker Carl Finger is on his annual vacation. Brothers Campbell, Harvey and Boughton miss him, especially about two A. M. He is a good driver and has a fine car.

Arbitration is still hanging fire. So is the franchise. Brother Hans Petersen is again working and we now have no one on the sick list, for the first time in about ten months.

Brother Walter Noyes was recently called away to attend his mother's funeral. Division 779, extends profound sympathy.

Brother A. J. Weber has lost his pep since the warm weather, but promises to give us some surprise parties later on.

Brother A. H. Prosser and his bees get along fine. At least he appears occasionally all swollen up.

Brother C. F. Bern is doing the checking in the absence of Mr. Finger.

Brother Christenson is not paid to run his auto after dark. He is just a good sport.

Brother John Lars favors insect powder.

Inspector McClelland recently went to Arizona for his health. We wish him a speedy recovery.

Brother Casselberry and family are on a trip through Pennsylvania, via auto.

Brother H. T. Woodward spends his spare time painting his house and pulling weeds, while Mrs. Woodward picks the beans and digs the potatoes. They are both busy.

Some of our night men wonder what has become of the dimmer law for auto lights. It is not a pleasant thing to run against the glare.

Brother Ed. Keefer is using a set of store teeth. He keeps them in the locker most of the time, fearing he may lose them.

Brother Tom Morris, unable to work for the past month, is not improving very fast.

Brother Will Mortsen has accepted the position of Deputy Sheriff and has taken a withdrawal card. The county gets a good man and we lose a faithful worker.

Brother Dave Keyser promoted to Inspectorship, has taken a withdrawal card and his family loses six years benefit seniority. We think Dave made a big mistake by withdrawing from the Local.

Brother Keefer is contemplating camp life on War Eagle Hill with Brother A. W. Koontz as Trainer. He wants the exercise.

Brother Geo. Webster recently visited relatives and old school chums at Rochester.

Brother John Ploof expects to make a hunting trip into Wisconsin at the close of the fair.

Supt. Benson will celebrate his 25th wedding anniversary soon. He sure can get a lot of help and he may whether he wishes it or not.

Many of our boys participated in the Labor Day Parade.

JITNEY SUBJECT BEFORE THE PEOPLE

Atlanta, Ga.—Division No. 732 and the employing company are disturbed over the jitney bus question.

For me I cannot see how a city can morally sell its transportation rights to a street car company, who at great expense, prepares to handle transportation, and later on allows that right to be trespassed upon by others. It seems to me that the city should protect the street car company, whose lines stretch all over the city and far out into the suburbs, giving the very best and safest service. The street car service is the stock in trade of real estate people, especially so when a new Division is opened. Yet our city has allowed competition to the street cars, in the way of jitney service that enters the cream of the business and cuts down on any reasonable compensation for the street railway service. A movement is on foot now to have a referendum vote on the question, that the city may choose between street cars and jitneys. To show how the jitneys cut into our receipts, the receipts of the company were \$1,300, per day less in July, 1924, than in July, 1923. Such competition bids for increased fare rates—a burden upon street railway patrons. It also lessens employment by forcing the taking off of cars. There is no question about the suggestion that jitneys cannot possibly care for the street transportation business in Atlanta. The people and business element cannot fail to understand that, and it is now practically a question of whether the city will continue real service or turn the business over to jitneys. Thoughtful citizens who will vote upon this question will recognize the seriousness of it. While time may be saved and enjoyment had in riding in jitneys, the fact remains that most of the street transportation is of a business nature—men and women going to and from their employment and on their shopping trips, and jitneys cannot render efficient and acceptable service to the entire public. Then why let them have the cream?

Death has recently taken from us two most valuable and estimable members—late Brothers M. L. Stollard and I. C. Smith. Others of our members are at present quite sick.

This is a political year in our city. We think it would not be out of order much for Division No. 732 to have a special meeting for consideration of candidates. May be then they would not care to horn in on our meetings. We let them have their say, but it goes hard with a 3:30 A. M. riser to be respectful, when our meetings are taken up by candidates seeking office.

—No. 826.

PARTICIPATED IN RECOGNITION OF LABOR DAY

St. Louis, Mo.—August 2, Division No. 788 held a picnic at the Highlands, the most popular Park in St. Louis. A large number were in attendance and a good time was had.

Division No. 788 is very much alive and participated in the Labor Day demonstrations by being decorated by a Labor Day badge, and otherwise.

Brother Louis Loberday was recently operated upon for appendicitis, which was a success. Brother H. O. Tucker, a World War pal of Brother Loberday, had to go under a similar operation and took Brother Loberday's bunk in the same hospital. He didn't have quite as good luck as Brother Loberday had, as Brother Loberday has returned to work.

Brother Chas. Truesdale reports having a fine time up North among the Great Lakes, where he took a trip with his auto. He expects to build a home at a summer resort up there.

Brother Wagner of North Broadway has the sympathy of Division No. 788, in the recent death of his mother. Mrs. Wagner died at the ripe age of 80 years. The mother of Brother O. Q. Smith passed away the early part of last June at the age of 78. These two boys have lost grand Christian mothers.

—788.

DEATH TAKES CHERISHED MEMBER

Pomeroy, Ohio.—July of this year saw the passing from Division No. 684 of Brother E. C. Stowe, a most appreciable member of our Local. Appropriate resolutions were extended to the bereaved family.

It is the type of men characterized by the life work and faithfulness of late Brother Stowe that makes for success in the Amalgamated Association and in life's pursuit. He was a most conscientious and devoted member, and one whose clearness of thought had much to do with the efficiency and directing of the course of our organization. He was always thoughtful and devoted to the interests of others. He always held forth that the purpose of men in this life is to live and do for others. We

are unable to pay too high respect to the memory of our departed brother.

Division No. 684 can report progress. We were recently efficiently assisted in our wage arbitration by G. E. B. Member Wm. Welch, who is a member of the Wheeling, W. Va. Local.

—Cor.

DETROIT DIGEST

Division No. 26 of Detroit, particularly the M. O. Branch, is intensely interested in the present campaign for Mayor. The former acting mayor, Councilman Martin, is seeking an election to the office of Chief Executive. He is the man who, when former mayor Doremus was taken sick entered the Mayor's office and completely reversed the policy of Mayor Doremus, by claiming to the public that the street railway employees were endeavoring to destroy municipal ownership, through asking for an increase in wage rates, and two or three other changes in the agreement. He declared to the public that there existed no agreement. He forced the Local to enter the courts on a petition for a writ of mandamus to require the management to live up to the City Charter, and arbitrate the dispute between the management and the associated employees. The court issued the mandamus order. Then upon approval of Martin the Street Railway Commission appealed to the Supreme Court, ignoring both the city charter and court order, as well as repudiating their agreement. Postmaster John W. Smith is the chief opponent of Martin, and we hope for his nomination and election.

Just how the business men of Detroit can approve of the attitude of Martin in holding wages down, is more than can be understood, when to have given the Detroit men the Chicago wages, there would have been distributed among the patrons of the merchants and business men, a greater purchase power. Presumably the merchants and business men may not be behind Martin, except that element who think by electing him they may contribute to the destroying of organized labor of Detroit, as the street railway management is one of the leading union smashing employers of the city. They are of the cheap wage element, except when it comes to their own income. Martin is paraded as a business man, when as a matter of fact, his business has been clerical work until he joined with former mayor Cousens' son in contracting work and little is known of the business done even by that concern. This business, whatever has been done at it, has been done by young Cousens, and not by Martin. He was appointed to an official position in the City Administration by former mayor Marx, and wherever he has had to do with labor in the city administrations, he has applied his energy to cutting wages of the wage earners and destroying unions.

In Flint the Detroit United Railway is buying all busses and jitneys, designing to operate busses and jitneys in conjunction with the street railways in that city. One-man cars are also being introduced in Flint as a means of economy.

In Detroit the M. O. Commission has taken the rails from Brush St., thus lessening the transportation business to that section of Detroit. It has resulted in augmenting the Detroit Auto Bus business and busses have been added where that systems parallels Brush street.

—REX.

ADD TO SERVICE

Mansfield, Ohio.—Division No. 389 has participated in another co-operative meeting with our company officials. Supt. Cogill outlined a speed-up system of car service, which will require the service of two more men. In November, when they put the two-man cars on our Shelby interurban line, three or four men were set back. As there are now six men in this service, the additional work will require three more who are now on the waiting list for regular runs.

We have nothing of importance to report, except that our agreement was not opened July 1. So we are working under the old wage scale and agreement.

Brother Willard Whisler reports a fine time during his camping trip on the Lakes.

Brothers Willard and Frank Newville have been selected as associate editors of the new paper our company is about to publish.

The patrons of our company seem to be well pleased with our new ten minutes service on the Loop and Main St. Lines.

—389.

VIVID PICTURE OF INTRIGUE

PART IV.

By Charles J. Wells

(This vivid picture of intrigue, written by Charles J. Wells, and of which the following is the fourth part, has thus far shown Mr. Wells entering the service of the Practical Research Company, and so-called private detective agency, or, as styled by Mr. Wells, a so-called "investigation bureau that exists and obtains practically its entire revenue from the field of labor." Of the service of this company among employing institutions was the city traction company. While there was no labor trouble upon this system, and the street railway men were organized, of course this company supplied checkers or spotters, from the service of whom revenue was drawn by the company. At this particular time the Business Agent, who was also Secretary of the Union of street car men was antagonizing the introduction of the one-man car. He had so popularized the antagonism of the one-man car and shown it up so thoroughly as a dangerous experiment in a large city that the public was continuing antagonism to its introduction. The company was anxious and insistent in introducing the one-man car on the principle that it would save the service pay of one man for each run or the service day pay of two men for each car day, which presumably meant a saving in this particular city of some \$1,000 or more per day, in the way of profit. And the company, of course, recognizing a saving of some \$350,000 per year by the introduction of the one-man car was willing to pay for the experiment of the service of this private detective company in its endeavor to obstruct the efforts of the business agent of the local in his antagonism of the one-man car. At the time Mr. Wells entered the Practical Research Company employ as a Superintendent this special endeavor was the most lucrative employment, as well for the detective agency. Mr. Wells has told the various methods sought to rid the company of this opposition of the Business Agent. In the course of his history he relates how the detective agency obtained the assistance of one of the business agent's supposedly most intimate friends, and the President of the detective agency had concluded to test out the weaknesses of the business agent through the endeavors of this mutual friend to trap the business agent by entertainment means, all of which failed. Neither was the detective agency able to get anything "on" the business agent in the way of defects in his service rendered to the company as a conductor. Then the agency resorted to the final endeavor of eliminating the business agent from the service by underhandedly employing him in more lucrative employment, that would take him not only from the street railway company's service, but from the city in which he was employed, and thus the story continues.)

To secure the agency for an article was not the least bit difficult. In fact one of my friends had obtained a recipe from a chemist for a cleansing product of merit; for which there was a demand, and could be manufactured at a small cost. In addition to this we were acquainted with an inventor who had just perfected an electric light shade, and who was willing to turn the marketing of it over to my friends. These were two articles that we could start with and there was any amount of others available.

The plan seemed to be the most feasible of any that had presented itself. This would place Mora directly under the control of my friends, and the position was one that would carry with it a little authority—a thing we felt would appeal to Mora.

The only drawback was the fact that this would be a new concern without any standing. I knew that Mora would be suspicious for awhile of any proposition made to him and might be reluctant to become identified with a firm that had not been established for some time. Still, this appeared to be the only way out, so we agreed to attempt it.

Our first step was to hurriedly have some impressive letterheads printed bearing the following inscription:

R..... & M.....
PROMOTIONS & SALES
.... So. Hill St.,
Los Angeles.

The phrase "Promotions and Sales," would give us a wide latitude, when the time arrived to make a definite proposition to Mora.

The next problem that suggested itself was, what explanation we could make to Mora, as to why the firm would want to engage the services of a man way out in Saline, who did not possess the slightest knowledge of salesmanship. Naturally it would seem odd that we should pick a street carman from out of the state, when Los Angeles was filled with salesmen in quest of work. This was a matter upon which Mora was very likely to ask questions and he would have to be given logical and convincing answers.

At this point, I recalled the former street carman, Bassor. He was in San Diego, so one of my friends went down there to look him up. With the pretext that he was a friend of the Officials in Saline, to whom Bassor had written, we planned that he should drop into Bassor's office—explain that he was in the City on other business and that a friend of his in Saline had asked him to look Bassor up. This would not seem so very unusual, and in the course of conversation, my friend could casually remark that he was establishing a sales force in L. A., and was anxious to get hold of a man, of strong personality, who possessed a knowledge of public speaking which would enable him to address gatherings of buyers when the occasion arose. Bassor would be asked if he knew of any other men who planned on coming to California from Saline, whom he (Bassor) felt could fit into a sales organization. Street car work would also be discussed, and we felt that we could diplomatically cause Bassor to mention Mora's name in some way. After he once discussed Mora—no matter how briefly—this would enable us to tell Mora that we had heard of him through a former member of his Executive Board.

We then mailed Mora a letter on our brand new stationery. As matters now stood, we did not deem it advisable to make a definite proposition in writing, for our plans were subject to change at any moment. The letter merely stated that a representative of the firm of R..... & M..... would be in Saline in the very near future, and at that time would have a proposition to submit to him (Mora). It further explained that this representative was empowered with the authority to enter into and sign agreements for the firm, and that any contracts or agreements bearing his signature the firm would consider binding upon them. This letter was signed by Mr. M....., as President.

As there was nothing further that I could do in Los Angeles, I left that day, with the understanding that I would keep

my friends appraised of all developments on the other end.

Upon my arrival in Saline. I made a detailed report of how matters stood in Los Angeles. The Traction Company officials expressed approval of what had been accomplished to date, but reminded me that the most difficult task was yet confronting us; namely, getting Mora to step into the little trap that we were setting for him.

Mora, when approached, was bound to entertain suspicion as to what was behind our offer, and it was going to require an unusual amount of shrewdness to convince him that the Company was not attempting to bring about his removal. Another thing that was essential, would be to try and get Mora to accept as soon as possible, and not afford him the opportunity of doing any investigating.

Naturally, I felt that when the time came to put the proposition to Mora, one of my friends would come on from Los Angeles to handle this phase. This plan however, did not meet with the approval of either the Traction officials or the Head of the Agency. They felt that someone possessing a thorough knowledge of the local situation, should be the one to deal with Mora, and to my surprise they voiced the opinion that I was the man most qualified for this step.

I did not agree with them, and contended that the matter was too dangerous to even consider. I had chatted with Mora over the telephone—passed him dozens of times on the street—met him frequently in the halls of the McIntyre Building, and although I was sure that he did not suspect me of being connected with the Practical Research—still it was very likely that he would recall having seen me often in Saline. Hundreds of people in the city knew me by name, and the nature of my business. I pointed out all these facts to my associates—dwelt on the dangers attached to such a plan, and called attention to the possibilities of my encountering someone, while in Mora's company, who knew me, and what might follow as a result.

Against these objections of mine, the Agency felt that if I exercised great caution Mora would never suspect, and my knowledge of him and his methods would be an advantage that no one else could possess. Having no other alternative but to agree, I then aided them in setting the stage for my interview with Mora.

I had a copy of the letter which had been written to Mora on the R. & M. stationery, which I knew would serve as proper credentials. Everyone was anxious to get the affair over with, and although I felt that we were rushing matters a bit, I immediately registered at the Hotel Uriah, under the name of Charles Wells, of California. As a first step of caution, it had been decided that—until the matter had been finally settled—it would not be advisable for me to even visit my home or go out on the streets where I was apt to encounter anyone that knew me. We respected Mora's shrewdness to an ex-

tent where we did not doubt that he might have me followed.

I moved into the hotel on the Sunday before Christmas, and put in a phone call for Mora's home at once. When he answered—disguising my voice a little—I informed him that my name was Wells; that I was a representative of the firm of R. & M. I then inquired whether he had received a letter from our Mr. M., and received a slight set-back upon discovering that it had not arrived as yet. (It should have been delivered to the Union Office the day previous). I informed him that I was in the city upon some other business, but that my firm had instructed me to take up a certain matter with him. In compliance with my request, he willingly agreed to meet me at the hotel that afternoon.

I must confess, that as the hour for his arrival drew near, I began to experience grave fears as to the outcome of this meeting. I knew that there was a very likely chance that Mora would recall having seen me before—or worse yet—recognize my voice as that of the person's who had been jesting with him over the telephone about the one-man car proposition.

However, the manner in which he greeted me, dispelled all fears for it was evident that he was regarding me as a perfect stranger.

I opened the conversation, by expressing surprise over his not having received my firm's letter, claiming that the day that it was sent to him, a copy had been mailed to me in Denver. I added that I had been of the opinion that the way would be paved for me to a certain extent, but as such was not the case, I felt that my copy of his letter would at least serve as an introduction. When he had finished reading the copy, I went right to the business at hand.

I explained that our President, Mr. M., of the firm of R. & M., had learned of Mora's ability as an organizer—of his personality and qualifications for leadership—and as these were the qualities that he liked the men in our organization to possess, Mr. M., had decided to ascertain if Mora would consider an offer of a better position. I stated that as a Promotion & Sales firm, we were interested in many enterprises. Further, that I understood, that in the event of Mora accepting our proposition, Mr. M. planned on using him in the capacity of sales manager, in a new venture which he planned on launching in the very near future.

Without affording Mora an opportunity to interrupt me, and with the view of heading off any suspicions that he might be beginning to entertain, I quickly explained that we were aware that he had no sales experience, and were familiar with what line of work he had been engaged in up to date. I waved all this to one side by saying that lack of training would not prove a serious handicap. Our Mr. M., I confidentially told him, owed practically his entire success to his ability to pick men, and

FASHION LETTER

Flounces, tunics, ribbons, insertions of lace and platings are outstanding features of the mid-season frocks. Straight lines lead, especially for daytime dresses.

Sports dresses show plaids, stripes and embroideries.

Three piece costumes are shown, some with long open front coats, others with short jackets.

Smart suits of flannel in gay colors show the sleeveless jacket and plaited skirt worn with a dainty blouse of crepe or broad cloth. Cotton crepe in navy blue or beige is much in vogue for day dresses.

Plaided silk, cotton etamine and linen are made up into summer frocks.

For dance frocks there are lovely printed silks and trimmings of lace and ostrich feathers.

A dress of crepe de chine may be trimmed with bands of lace that are edged with ruchings of the material.

Linen and voile are used in combination for dainty summer frocks.

A dress of printed crepe de chine may be bound with ribbon of a color to match the material.

A dress of striped silk alpaca has the body of the dress with the stripes running lengthwise, and three flounces over the front cut crosswise. The effect is very good.

A distinctive feature of many of the new models in the tunic. It may be beltless and straight, or it may flare and be held by belt or sash at the waistline. One may have the tunic on the skirt in apron or panel effect.

The peplum blouse is a version of the tunic blouse.

Flowered taffeta veiled with chiffon and often trimmed with narrow ruchings of velvet or satin ribbon is much in vogue for winter dance frocks.

As skirts are shorter, so coats are growing longer.

A costume of flannel has a two piece skirt hung from an underbody of Chinese silk. The coat is made with the popular side closing and a notched reverse collar. It is in finger tip length.

Dresses of white batiste or handkerchief linen are worn over slips of a color and finished with a sash and bow of soft ribbon.

A dress of striped silk has a long pointed basque waist to which a double tiered skirt is joined. A fichu collar of embroidered chiffon finishes the waist.



4641. Ladies' One-Piece Dress.

Cut in 7 Sizes: 36, 38, 40, 42, 44, 46 and 48 inches bust measure. A 38 inch size requires $4\frac{1}{2}$ yards of 40-inch material. The width at the foot is $2\frac{1}{2}$ yards. Price 12¢.

4847. Child's Dress.

Cut in 4 Sizes: 4, 6, 8 and 10 years. A 6 year size requires $2\frac{1}{2}$ yards of 27-inch material. Price 12¢.

4831. Ladies' Apron.

Cut in 4 Sizes: Small, 34-36; Medium, 38-40; Large, 42-44; Extra Large, 46-48 inches bust measure. A Medium size requires $3\frac{1}{2}$ yards of 36-inch material. Price 12¢.

4827. Child's Dress.

Cut in 4 Sizes: 1, 2, 3 and 4 years. A 3-year size requires $2\frac{1}{2}$ yards of 27-inch material. Price 12¢.

4837. Ladies' Dress.

Cut in 6 Sizes: 34, 36, 38, 40, 42 and 44 inches bust

measure. A 38 inch size requires $4\frac{1}{2}$ yards of 40-inch material. The width at the foot is $1\frac{1}{2}$ yard. Price 12¢.

4666. Girls' Dress.

Cut in 4 Sizes: 6, 8, 10 and 12 years. A 10 year size requires $3\frac{1}{2}$ yards of 32-inch material. Price 12¢.

4833. Ladies' Night Dress.

Cut in 4 Sizes: Small, 34-36; Medium, 38-40; Large, 42-44; Extra Large, 46-48 inches bust measure. A Medium size requires $5\frac{1}{2}$ yards of 36-inch material for the gown with long sleeves. With short sleeves $\frac{1}{2}$ yard less is required. Price 12¢.

4824. Boudoir "Set."

Cut in 4 Sizes: Small, 34-36; Medium, 38-40; Large, 42-44; Extra Large, 46-48 inches bust measure. A Medium size requires $2\frac{1}{2}$ yards of 32-inch material for Cap and Sack. Cap alone will require $\frac{1}{2}$ 32 inches wide. Price 12¢.

FASHION BOOK NOTICE

Send 12¢ in silver or stamps for our UP-TO-DATE FALL AND WINTER BOOK OF FASHIONS, showing color plates and containing 500 designs of Ladies', Misses' and Children's Patterns, a CONCISE and COMPREHENSIVE ARTICLE ON DRESSMAKING, ALSO SOME POINTS FOR THE NEEDLE (illustrating 30 of the various simple stitches) all valuable hints to the home dressmaker.

Send to Dept. M. C. BEAUTY PATTERY CO.,

1188-90 Fulton St., Brooklyn, N. Y.

that he had always contended that real salesmanship was merely a matter of common-sense, plus a pleasing personality. Smilingly, I intimated that my firm had ample evidence which convinced us that Mora possessed both of these qualifications. At the outset, all we would require of him was that he industriously endeavor to learn the "R..... & M..... system, and Mr. M..... had already made plans to put him with one of our firms for a period of training—if he accepted our proposition.

I vaguely created the impression that our firm had many interests, and that by affiliation with us, Mora's future was practically assured. I also informed him that it was our understanding that he had considerable experience in public speaking, and that this was one of the very things which Mr. M..... regarded as of great importance for the position he had in mind. Noting the puzzled expression on his face, I attempted to explain the public speaking angle, by claiming that after he had mastered our methods, he in turn would be expected to hold daily salesmanship classes for the men under his supervision.

Mora listened attentively to all that I had to say, expressed surprise over the offer, and appeared to be doing some serious thinking.

His first question was about how our Mr. M..... had heard of him. My answer to this was, that while I was not familiar with all the facts in the case, I did know that Mr. M..... had heard of him from two sources. One being a former Saline Street Carman, who at present was a stock salesman in San Diego. (I pretended that I could not recall his name at that moment). This man had mentioned something about Mora's ability as a leader and public speaker to his employer. Mr. M..... had heard of it, and later when a mining man from Ijls. visited Mr. M..... in Los Angeles, the latter inquired if his guest knew anything about Mora Sacri of the street railway. It appears that this man knew considerable, and seemed to derive great pleasure from relating just what a fight Mora had given, and was giving the Traction Officials.

When Mora inquired if the street carman's name was Bassor, I replied in the affirmative. The identity of the mining man, I did not know.

My explanations seemed to satisfy Mora for the time. He spoke of his friendship for Bassor, and stated that it was very possible that Mr. M..... heard of him from someone engaged in the mining industry, for he (Mora) had worked at this line and knew many people identified with it.

He then questioned me as to what we had to offer.

This was what I had been waiting for. I stated that our company realized that he would not consider leaving his present position unless an attractive offer were made, and that as we had confidence in his ability, we were willing to make a proposition, which to the average person might appear unusual.

I then explained that I had been invested with the power to make a contract with him to enter our employ as a sales manager, at a salary of \$300.00 per month; we would guarantee this salary for a period of six months and that in the event of his commissions surpassing this amount, we would pay him the additional sum. Further—considering that it would be necessary for him to move his family to California—we would pay all the expense that such a move would entail. If he did consider my offer, I added that it would be agreeable with me for him to select his own attorney to draw up the contract.

(I had set six months as the period of the contract, at a slight monthly increase, feeling that if he would accept this, our agency could have a profit of \$1,200.00 on the amount the Traction Company had guaranteed.)

It was evident from his attitude that the proposition was tempting—still he seemed to be hesitating about something. I did not attempt to rush a decision, and he finally remarked that there was another question, which he hoped that I would not mind answering.

He then inquired if I could assure him that the Officials of the Traction Company did not have anything to do with the offer that I was making.

I expressed great surprise at the nature of his inquiry—replied that I was sure that Mr. M..... did not know a person connected with the company, and further could not understand why he should think that his present employers would be desirous of placing him with my people.

My assumed ignorance must have impressed him, for he favored me with a detailed account of how bitterly he had been opposing the company, and furnished several reasons why the officials of same, should be pleased to have him accept another position. He told me of many things with which I was already familiar. All of which had a tendency to convince me that he did not have the slightest idea of who I really was. Part V will appear in next issue.

BOTTLED SUNSHINE AS CHILD'S FOOD

By Lillian Cullum

Children make their greatest growth when they can get the benefit of direct sunshine. Secondary, or "bottled" sunshine, in the form of the carrot, comes next.

The sun, though it does not shine upon your child, has, nevertheless, made provision for his well-being. It has stored its vital energy in the products of the vegetable kingdom, and has placed the vitamins, more precious than gold, within the reach of the human family. It only remains for you to select wisely the diet of your child, and he cannot develop rickets.

Fruit and vegetables stand first as vitamin bearers. Among the vegetables, the once lowly carrot stands in front rank. It is sunshine itself brought to your table. There is no kind of vitamin, so far discovered, that the carrot does not possess.

LIGHTNING

By F. W. Peek, Jr.

Consulting Engineer, General Electric Company, Pittsfield, Mass.

When lightning flashes and thunder roars, the men in the electric railway substations stand ready for instant action, the power house men are on the qui vive, and the line department knows there's real work ahead. Lightning comes without regard for the convenience of the railways or their patrons. This brief article by Mr. Peek is taken from the July number of "The Monogram," published by the General Electric Company, and it gives information about lightning that cannot fail to interest our readers.—AERA.

A lightning stroke is generally thought of as a local but severe high voltage discharge from some cloud. As a matter of fact, the electric energy that manifests itself in the flash is, the moment previous to the flash, stored in the surrounding air for a considerable distance. A certain small part of this energy is stored in the air immediately around the observer, and a small induced current may flow in the body of even a distant observer when a flash occurs. The thundercloud acts as one plate of a huge condenser, the earth as the other, while the intervening air is the insulation. When the voltage between earth and cloud becomes high enough, this insulation breaks down and the energy is dissipated in the short circuit or lightning flash.

The electrical energy is changed into heat, light, sound and chemical energy. The light is seen in the flash, while the sound is heard as thunder. Thunder is caused by air waves set up by the explosive nature of the discharge.

Chemical Changes in Atmosphere

The chemical effects of the lightning stroke are often detected by our senses in the odor of ozone that is frequently noticeable after a storm. The chemical changes occur in the path of the discharge. The two main gases in the air are nitrogen and oxygen. Each molecule of oxygen is normally made up of two atoms. The electric field tears these apart. Some of these single atoms re-combine in groups of three. Oxygen with a molecule made up in this way is called ozone. It is very active chemically because the extra atom is easily detached. The nitrogen of the air is also made to combine with the oxygen, producing nitrous oxide and, in the presence of vapor, nitric acid.

Along the discharge path are untold numbers of electrons and ions—chunks of electricity moving at enormous velocities. It is possible that the ionic bombardment of the nitrogen and oxygen atoms along this path transmutes some of these atoms to helium or hydrogen. However, this is quite uncertain and speculative.

The voltage between cloud and ground previous to the discharge causes voltage between different parts of the atmosphere. Right under the cloud the voltage difference per foot of air measured in a vertical direction may be very high. In fact, a certain

percentage of the lightning voltage exists between earth and any point above.

"Predatory Form of Electricity"

Lightning is an unorderly, predatory form of electricity, dangerous not because of its enormous energy, but because of its enormous power and "flighty" habits. The distinction between energy and power is that energy is measured in kilowatt seconds or kilowatt hours, while power is measured in kilowatts. A concrete example is always of interest. If all of the energy of a severe lightning stroke could be put into a storage battery, it would carry an electric automobile about five miles or operate an electric iron for a day. However, since this energy is dissipated in a few millionths of a second in a limited space, the effect is a terrific explosion, and the power is millions of kilowatts though the kilowatt seconds or hours are small.

Most Line Disturbances Due to Induction

A study of lightning is of considerable practical importance in providing protection against it. It is necessary to make such a study in two ways—by observation of natural lightning and its effects on buildings and transmission lines, and by observation of artificial lightning in the laboratory. By means of artificial lightning, knowledge can be gained in a few months that would require years to gain in the field. This follows because laboratory discharges can be repeated at will, while it may be necessary to wait years for a natural discharge to occur at any given place. Before artificial lightning could be produced, it was necessary to determine the nature of natural lightning. Several years were spent in measuring the voltage, the current, the frequency, the wave front, and the duration of lightning disturbances on transmission lines.

When a thundercloud passes near or over a transmission line, the air between the cloud and line is under an electric stress. The greater the distance above ground, the greater the voltage or stress. The line is said to be charged. It is a "bound charge," however, and held fast by the cloud. Nothing much happens until the voltage becomes high enough to cause a breakdown, or lightning bolt to some other cloud or to ground. The "bound charge" is set free and waves of voltage and current pass over the line at the velocity of light, or 186,000 miles per second. This is called an induced voltage, and lightning has not struck the line in producing it. As the wave passes along, the line voltage is applied to insulators and finally to transformers or arrester gaps at an extremely rapid rate. Fortunately, leakage or corona losses help reduce the voltage as the wave travels along, but on reaching an open ended line, the voltage almost doubles as does a water wave when it strikes a sea wall. Most lightning disturbances on transmission lines occur by induction with the actual flash hundreds or thousands of feet away. The line may occasionally be struck. When a direct stroke does occur, the disturbance is very severe.

The induced voltage that occurs on a line

depends upon the potential of the electrified air in which the line is located at the instant before the flash. It is a certain percentage of the lightning flash, the actual percentage depending upon the position of the cloud in relation to the line. During any storm there are many disturbances at low voltage, a lesser number at higher voltage, and finally very few in a year at very high voltages. Voltages of 500,000 to 1,500,000 and higher have been observed on lines.

Artificial Lightning

The field study of lightning has been supplemented by a laboratory study with artificial lightning. The artificial lightning is produced by a lightning generator. This generator, which was first built for low voltages some years ago, has been extended to produce voltages of 2,000,000 above ground or higher than most voltages induced in transmission lines. The discharge is explosive and the power is of the order of millions of kilowatts for a few millionths of a second. Currents as high as 10,000 amperes have been obtained. The voltages increase at the rate of millions of volts per second. In common with natural lightning, artificial lightning has the following characteristics: Large wooden posts can be split and blown apart; metal can be "punctured." When a sandy spot is struck, a tube of sand fused into "glass," with tree-like branches, is produced. Such tubes are called fulgurites. Because of the explosive nature of lightning some quite unexpected phenomena frequently happen.

The lightning generator consists of high capacity condensers just as in the case of the clouds, only the insulation is glass and it is relatively more compact. As in the case of the cloud-lightning, the electricity is stored at a relatively slow rate and discharged at an enormously rapid rate in a few millionths of a second.

Estimating Voltage of Lightning

The lightning generator has been of considerable help in gaining a knowledge of natural lightning. In fact, it has afforded a means of estimating the voltage of a real lightning stroke. The method was very simple. The voltage of a real lightning stroke cannot be directly measured by placing a meter between cloud and earth. However, for any given flash, the voltage induced on a transmission line can be measured. The length of the flash and cloud arrangement with reference to the line can be closely estimated. A model cloud and line were constructed to scale for a case where the measured voltage on the real line was 1,000,000 volts. Discharges were produced on the model from the lightning generator. The voltage on the model cloud could be measured as well as the induced voltage on the model line. It was found that, under these conditions, 1 per cent of the lightning was induced on the line. If the 1,000,000 induced on the real line was 1 per cent of the lightning voltage, the voltage of the flash must have been 100 times 1,000,000 or 100,000,000 volts. Of course, lightning voltages vary, but this gives a good idea of the order of a severe

lightning stroke. It is estimated that the current was about 80,000 amperes, and the energy 13,000 kilowatt seconds or 3.6 kilowatt hours.

The lightning generator offers a means of finding the best insulations to withstand lightning as well as the best way to design transformers, insulators, and lightning arresters.

A wire parallel to the line and connected to earth at each tower is sometimes used on transmission lines. The value of this "ground" wire has been determined by measuring the voltage induced from a model cloud on a model line with and without ground wires. It was found that a favorably installed ground wire reduces the lightning voltages on transmission lines from one-half to one-fourth of the value without ground wires. The investigation of the ground wire is a good example of the value of combining field work and laboratory work. Reports on operating experience with the ground wire after many years are conflicting. About half of the reports are favorable, while the other half express doubt as to its value. Tests on models show that the ground wire gives good protection when favorably installed, but little protection if unfavorably installed. This seems to explain the conflicting experience in practice. The line insulator ring shield and the transformer shield have a similar action and prevent high local voltages. It is possible to design line insulators and bushings with very high lightning breakdown voltages, and arrester gaps with low lightning breakdown voltages.

The protection of buildings by lightning rods has also been investigated.

The question of protection is an economic problem as well as an engineering problem. The engineering problem is to determine the lightning voltages that can occur on transmission lines; the extent to which these voltages are reduced by preventative devices like the ground wire and protective devices like the arrester; and the strength of insulation against such voltages. The insulation of high voltage apparatus is better able to resist lightning than the insulation of low voltage apparatus. The probability of failure thus decreases with increasing voltage. With the value of the various factors known, the economic problem is readily decided. It is a matter of balancing the cost of insurance against the value of better service and reduced probability of failure.

Secretary M. R. Boughton of Division No. 779, Sioux City, Iowa, was a recent visitor at the Association's General Office, Detroit, Mich. Brother Boughton was returning to Sioux City from a tour of the east, included in which was a visit to his aunt who resides at Windam, a rest resort in the Catskill Mountains, an arm of the entrancing Appalachian range extending into New York State and adding to the beauty of the historic Hudson Valley. Brother Boughton reports Division No. 779 to be in a progressive condition.

ARBITRATION RENEWS OLD RATE

Wheeling, W. Va.—Local 103, after two months and twenty-two days, has settled our wage dispute by arbitration. The arbitration board was gotten together after an uphill grind by the representatives of the organization and the company. Many neutral parties were chosen as the third arbitrator and as often turned down, first one by the company then one by the local representation. Then, finally, one Mr. Fred Faris, was chosen who accepted, and granted the platform men a maximum wage of 57c per hour. Mr. Faris settled on this wage after the company had offered the platform men a maximum wage of 59c per hour which we turned down, thinking we could do better by arbitration. There is no possible doubt that we would have done better if the neutral party had not broken the trust placed in him. Mr. Faris never took into consideration the cost of living or the fact that the company had previously offered us 59c per hour, or for that matter any argument that the local's representative had to offer. About the only thing Mr. Faris considered at all was that as he thought, the men should be punished for their non-acceptance of the company's offer of 59c per hour when it was offered the first of May. The 57c per hour granted, is the same rate we were receiving last year, although our contract only called for 55c per hour. The company gave us a voluntary increase of 2c per hour, bringing wages to 57c per hour until May 1st, 1924.

Bro. J. J. Blade is in the Walter Reed hospital at Washington, D. C., where he went on the 23rd of June on account of an illness contracted from being gassed during the war. Bro. Jim saw 17 months of service over there where the fighting was thickest and hardest. When he came back to us here, he looked the picture of health. The last few months Bro. Jim began to decline and finally had to go to the government hospital. The boys wish him a speedy recovery and that he will come back to us soon.

Bro. W. P. McElhane started back on the job again July 17. Bro. Mac was in Colorado for some time, ill of asthma. Outside of losing a little weight, he looks very good and we hope that his good health may continue indefinitely.

Bro. Henty Fronafel has been off for some time with a nervous breakdown. We also wish him a speedy recovery.

Members should remember that they are members of the local and attend every meeting if possible.

Board Member H. L. Rayl went ground-hog hunting the other day and got six hogs. He is some hunter and no joking about it. But Bro. A. H. McAbee has that beat a mile. Mac got twice that many some years ago. Ask Mac.

With Brothers W. Marshall, A. E. Kent, Robt. Newens and a few others that were on the sick list back at work again, the road takes on a semblance of regular order.

The Wheeling Traction Co. gave their picnic at the State Fair Park on July 30. There was an elaborated program for the occasion consisting of all kinds of running races, baseball, horseshoe pitching, and first aid contest, with five teams contesting. Each barn was represented in this event.

—J. D., 103.

BUFFALO, N. Y. STREET RAILWAY DATA

In Poor's and Moody's Manual of date of 1924, is given a report upon the International Railway Co. of Buffalo, N. Y., which presents some interesting financial data as to the extent to which a union-smashing management of a street railway company will go in its endeavor to destroy organized labor.

July 1, Division No. 623 of the Amalgamated Association, employed upon the International Railway Co. properties, suspended work, or, rather, members of the Local were previously given to understand

that if they continued their membership in the Association and would refuse to join a so-called Mitten Plan, or company union, they would be dismissed from the service, which was accepted practically as a lockout. The company immediately brought in strikebreakers from Philadelphia, to enforce the return of the employees to employment under the Mitten Plan that prevails in Philadelphia. Those strikebreakers were termed by President Tulley of the company, as "Philadelphia Rapid Transit Vacationists," as a substitute for strikebreakers. It soon came out that the company had planned to destroy the union and had set aside Two Million Dollars for the purpose.

The report in the Poor's and Moody's Manual gives the capital stock of the company at \$17,500,000, par value \$100, or 175,000 shares. It states that the plan of re-organization of the International Railway Company, which occurred at the time that it was taken over by the Mitten Plan, is in the hands of a Protective Committee, and this Protective Committee raised approximately Two Million Dollars, deeming it essential to provide for so-called "stability of management." The re-organization created what is known as voting trustees, acting under a voting trust agreement. The voting trustees are designated as Thos. Penney of Buffalo, Nelson Robinson, New York, N. Y., and Coleman J. Joyce, Philadelphia, Pa. The Protective Committee delivered to the voting trustees securities of \$1,944,000 International Railway Refunding and Improvement 5 per cent bonds, and \$640,500 Underlying 6 per cent First Mortgage Bonds. The \$1,944,000 were sold to finance the strike. This shows the appropriation for the intended lockout.

A footnote of the report reads: "The strike loss was \$4,107,515 for the six months to December 31, 1922."

It will be seen that the Mitten Management estimated 50 per cent too low in the appropriation for its war on the union, as the Two Million Dollars set aside for the purpose, together with \$2,100,000 were expended in the first six months of the strike. Just how long this Four Million Dollars would have paid the excess wages that would have been required to maintain the road as a union road, will have to be computed upon the problematical wage that would have been paid as compared with the wages that are paid at the present time and what reductions may be made in the future.

The statement of income for the years 1920-21 while the road was run as a union road shows receipts of \$11,273,696 and \$10,900,982 respectively. During the year 1922 the receipts of the road are given at \$7,398,767. This was a year, six months of which represent the first six months of the lockout. Receipts for the year 1923 are given at \$9,839,907, or over One Million Dollars less than for the year 1921, the year preceding the strike. The year 1921 is shown in the report to have resulted in a surplus for Dividends of \$99,110. For the year 1922, which included six months of the lockout, the figures show a deficit of \$171,-

I MAKE THE BEST CHOCOLATE BARS

Mints and Chewing Gum. Be my agent.

Everybody will buy from you.

Write today. Free Samples.

Dept. 163

M'LTON GORDON, 145 Jackson St., Cincinnati, Ohio

847. The year 1923 shows a deficit of \$1,027,328.

Assuming that the results of operation in Buffalo and the tributaries for the years 1922 and 1923 would have paralleled the year 1921, the statements show a loss of \$5,400,000. The statement shows that the loss for the year 1923 attributable to the lockout was \$1,288,790. Recent statements show to the effect that the lockout has not yet been terminated.

The officers of the company are given as follows: H. G. Tully, Pres.; R. H. Horton, V.-P. Traffic; H. L. Mack, V.-P. Engineering; Thos. Penney, Gen. Counsel; C. A. Weber, Sec. and Treas.; C. A. Chavel, Aud.; Frank M. Storm, Asst. Aud.; J. C. McCollum, Asst. Sec.-Treas.; P. C. Reinhardt, Asst. Treas., Buffalo, N. Y.

Executive Committee: T. E. Mitten, H. G. Tully, C. J. Joyce.

Directors: Henry C. Buswell, John L. Clawson, W. C. Dunbar, R. H. Horton, Chas. R. Huntley, C. J. Joyce, H. L. Mack, A. A. Mitten, T. E. Mitten, Thos. Penney, Harry T. Ramsdell, Nelson Robinson, Carlton M. Smith, H. G. Tully, C. A. Weber, Harry Yates, Henry C. Zeller.

WHERE LIES THE ADVANTAGE

The people served by street car transportation must soon awaken to the problem of transportation means.

From Atlanta, Ga. comes the information that the subject of means of transportation is to be voted upon by the electors of that city to determine upon the question of continuance of competition to electric street railway service by jitneys and motor busses. How many of the electors of Atlanta will study the question from the angle of general interest to the workers and business prosperity of that city?

It was long since determined by investors in street railway properties that the most inviting service must be rendered by monopolizing the transportation means, or in other words, consolidating competitive systems. As a result, in most large cities the means of transportation reverted to a single company and management. Prior to the conclusion upon the necessity of eliminating competition, more than one street railway company operated street cars in most large cities, and in many of them several competing companies were found operating upon parallel thoroughfares, where each company was bidding for the business of the other.

Now, in these large cities where transportation means is necessary to the vast majority of the population, competition has again

crept in, in the way of jitney and bus service. Naturally, where auto bus service is organized by competing companies, each seeks the heart of the business where rises the cream in the way of profit. This absorbs vitally from the already established electric rail car systems. Every street railway in the country, it is well known, operates into remote sections of the cities where certain of the mileage operating expenses are below receipts. However, though autos are in common use, with the cream section of the business these operating properties can maintain at reasonable rates of fare and thus be of great convenience to the outlying districts that are necessary to the healthful growth of all industrial communities.

How are these electric rail cars to continue if it is permitted that competitive jitney or auto bus means are to skim the cream of the heretofore railway supporting sections of these industrial communities?

It has been demonstrated in every tryout that the operation of gasoline auto busses is impossible at the rate of fares necessary to the operation of electric rail cars and in no instance where these demonstrations have taken place have these busses extended into the sparsely settled sections into which electric rail car companies have been called upon and required to extend.

In Detroit is a good illustration where the Detroit Auto Bus Co., operating within the cream of the city, requires a ten cents fare to realize enough to maintain in operation and have a comfortable revenue from investment, whereas the electric rail cars extending into districts within which receipts are far below maintenance, are being operated upon less than a 6 cents fare—the maximum rate to the casual rider being six cents, with nine tickets for fifty cents—and realizes as a result of operation a ten per cent in receipts in excess of operating expenses. The financial records of the Detroit Auto Bus exhibit the fact that on a six cents fare, operating in the cream of the city transportation section would prove a failure financially, and they would be a financial failure even upon an eight cents fare, if required to extend into sparsely settled sections reached by the electric rail car means of transportation.

How are the electors of these industrial communities to be generally educated to these facts? The taking of the cream by the auto bus naturally reduces the street car conveniences upon the electric rail car systems and compels increased rates of fares. It is a very easy problem if given study from the right viewpoint.

The Chamber of Commerce announces it is opposed to abolishing the railroad labor board. This leads us to announce we are in favor of abolishing it—not that we know the labor board, but we know the Chamber of Commerce.—The Lather.

It still is true that more things are achieved through prayer than this world dreams of.—Forbes Magazine (N. Y.).

JOLIET, ILL AGREEMENT

AGREEMENT made and entered into this fourth day of February, 1924, between the Chicago and Joliet Electric Railway Company, of the first part, and the Amalgamated Association of Street and Electric Railway Employees of America, Division 228, of the second part:

WITNESSETH: That it is hereby agreed between the parties hereto, for mutual consideration, each to the other moving, and for the welfare of the traveling public, that an AGREEMENT between the parties should be made for the above mutual consideration, THEREFORE, BE IT AGREED:

Section 1. This agreement shall be effective and remain in force from January 1st, 1924 to December 31st, 1924.

Car Men

Sec. 2. That nine (9) consecutive hours shall constitute a day's work for all motormen, conductors and operators.

All employees in the train service shall have every eighth day off. Days off to rotate and regular relief men provided for every seven (7) runs, excepting the period from May 30th to Labor Day or the first Monday in September, inclusive; during which time the schedule will be so arranged that the days off will not fall on Sundays, holidays or special attraction days.

During the continuance of this agreement the wage scale shall be as follows:

For men working on the following cars:

Chicago interurban division, 62¢ per hour.

Lyons, Lockport-Rockdale and Dellwood Park two-man, 57¢; one-man, 62¢

City Lines, two-man, 55¢; one-man, 60¼¢.

Baggage Freight and Work Cars, 62¢ per hour.

Line Car, 57¢ per hour.

Line car crews shall be paid from reporting time until they are relieved, or car is housed. No night report to pay less than five (5) hours.

Car men assigned to Hostler job at car barn to receive regular car men's rate per hour.

EXTRA MEN:

1st three months, two-man 51¢ per hour; one-man, 56¢ per hour.

Next nine months, two-man, 53¢ per hour; one-man, 58¢ per hour.

After first year service, regular rate on line assigned.

One-man car operators on any other than the lines mentioned above shall be paid 5¢ extra per hour over the two-man car scale.

Snow-plow and sweepers, 81¢ per hour.

Nine (9) hours shall constitute a day's work on all snow-plows and sweepers.

OVERTIME:

All time over nine (9) hours shall pay at the rate of time and one-half at regular rates per hour.

Crossing Flagmen, \$130.00 per month.

Flagmen shall be allowed two days off duty per month without reduction in monthly wage.

Sec. 3. That in assigning runs they shall be assigned according to seniority of service and no regular run shall pay less than nine (9) hours.

Where regular runs are discontinued before the changing of the list, men holding said runs shall receive pay for regular scheduled runs until re-assigned to regular run.

The extra list shall be operated on what is known as the revolving plan. Any extra man that has worked nine (9) hours in any day will be placed at the foot of the list on the following day in regular order. Any extra man missing his reporting time shall serve two (2) days at the foot of the list, including the day he missed.

Extra men working late night runs (designated as owl runs) shall be excused from early A. M. reports the following morning, except in emergency cases.

Any city run open for three (3) days or less shall be assigned to extra men. All other runs to be assigned according to seniority of service.

That in choosing regular runs there shall be no classification of runs and seniority shall date from July 1, 1916, (as agreed to in former contract) seniority on one-man cars shall be of same date, regardless whether motorman or conductor.

Where a motorman or conductor has changed positions previous to March 6, 1922, his seniority rights shall begin from the date of said change.

Any run open thirty (30) days or more, or a run added, a list shall be posted for the employees to choose runs. If at any time an employee is placed on a run to which a senior employee shall be entitled, the senior employee shall be assigned to such run as soon as convenient to do so. Any extra man eligible to regular run when list changes, that gives up his

place to another man, forfeits his seniority rights to that man. Any man declining to pick a Lyons Division run shall not forfeit his seniority rights.

The man choosing the line car work shall hold the same for a period of at least one year, unless he is removed for cause. If he desires, at the expiration of the first year or any time thereafter, to select another run, he shall give the Company at least thirty (30) days notice in advance of the date of the proposed change.

Regular men desiring to be excused for any one or more days shall ask for such privilege at least one day in advance and if excused, a man will be assigned to his run and notice posted in regular manner at six o'clock P. M. on the day previous.

Sec. 4. That all conductors shall turn in money and tickets to a clerk of the Company at the barn or office, who shall give each conductor a receipt for same. A receiver will be located at the car house to receive receipts from conductors whose runs terminate at the car house, or if conductors are required to carry receipts from car house to office, they shall receive pay for fifteen (15) minutes additional time on their runs.

Operators of one-man cars shall receive pay for the following time in addition to regular schedule hours allowed for run, to cover reporting, housing cars, turning in and checking up receipts:

Day run, 25 minutes; night run, 20 minutes.

Sec. 5. Chicago A. M. trippers shall be manned by regular A. M. Lockport or city division men, and Chicago P. M. trippers shall be manned by regular P. M. Lockport or City division men, excepting the trippers that are now scheduled as runs.

Sec. 6. That all cars shall be fully equipped and ready for operation for crews at leaving time and that all windows, doors and vestibules be in proper condition to keep out wind and storm, and all heating equipment be in proper condition. During cold weather heat shall be turned on and cars warmed when time for crews to leave barn with them.

Satisfactory head-lights shall be placed on all cars for public safety. Two stools shall be placed in all cars.

Sec. 7. That men operating passenger cars will be required to carry and deliver Company's property and newspapers, also light, clean packages that the company may accept for transportation in emergency cases, but they will not be required to handle or deliver heavy, dirty or bulky packages.

Operators of one-man cars shall not be required to carry newspapers.

One-man car operators shall not be required to leave their cars to flag railroad crossings.

That carmen now in the employ of the Company shall receive pay at regular rates provided in original contract for the time required to break in for one-man operation. Length of time required to break in to be determined by the party of the first part.

That party of the first part shall provide a fifteen (15) minute relief on each one-man car run to allow regular operator to eat his lunch, provided that there is not a sufficient amount of time for lay over for that purpose.

Sec. 8. Regular men working late runs shall not be required to make morning trippers, and regular men working day runs shall not be required to make trippers after completing regular runs, unless it is agreeable to the man requested to make the tripper.

When regular men are required to make tripper runs in addition to their regular day's work, they shall be paid a minimum of two (2) hours. That all crews shall be paid for the time from which they have been instructed to report until relieved or until their cars are housed.

That all motormen, conductors and operators held for extra work or emergency shall be paid their regular rate per hour for all time so held, up to nine (9) hours. After nine (9) hours at overtime rates. No report shall pay less than two (2) hours.

When any motorman or conductor is required to do work of lower rate per hour than his regular schedule run, he shall receive pay in accordance with his regular schedule run.

Extra men shall not be paid for regular morning and afternoon reports except those extra men who are required to report at Car House at 4:50 o'clock A. M. daily for emergency. They will receive a minimum of two (2) hours pay. When a man is so held for emergency and later catches a run or tripper, he shall be paid from the time he is instructed to report for emergency.

No tripper shall pay less than two (2) hours.

All men shall be paid full time for dead-heading except regular men to and from the Lyons Division.

Sec. 9. Whenever there is a dispute in the time turned in, no time shall be deducted until first consulting employe turning in said time.

Sec. 10. When a man is taken from his run on account of an accident, he will be paid for all time he is held during investigation and for making out reports, providing the evidence clearly shows that it was through no fault of his that the accident occurred. Any employe required to testify as witness for the company shall be paid from time ordered to report until he is relieved, and all expenses allowed.

Sec. 11. All motormen, conductors and operators, required to instruct students shall be paid fifty-five (55) cents per day extra.

Sec. 12. Free Transportation shall be given to the members of the division over all Company's lines. Such transportation to be in book form and free transportation shall be given to employes' wives and children on the interurban line.

Sec. 33. Any member of the association suspended for any cause whatever, and after investigation is found not guilty of the offense for which he was suspended, shall be re-instated to his former position and paid for the time he had lost and at the same rate he would have received had he been operating his own car.

Sec. 434. If any member of the association shall be elected or appointed to office in the Amalgamated Association of Street and Electric Railway Employes of America, either local or international, the duties of which shall require his absence from the service of the Company, he shall still retain his line of promotion as an employe, and upon his retirement from said elective or appointive office, shall be placed in his former position in the employe of the Company.

Barn and Shop Employes

Sec. 15. Present conditions as to days and hours off shall continue.

Nine (9) hours shall constitute a day's work for all Barn and Shop employes.

Senior employes shall be given preference as to hours of work.

Wage scale of Barn and Shop Employes shall be as follows:

	1st Year	2nd Year and thereafter
Armature Winder.....		66¢
Armature Winder Helper.....		59¢
Electricians.....	54¢	59¢
Welders, Electric.....		63.5¢
Welders, Gas.....		60.5¢
Blacksmiths.....		68¢
Blacksmiths helper.....		57¢
Carpenter foreman.....		80.5¢
Carpenters.....		70.5¢
Machinists.....		78¢
Machinists helper.....		65.5¢
Truckman.....	54¢	60.5¢
General repair men, including the following: Brake Inspector, Journal and bearing and trolley Inspector and Pitmen.....	54¢	59¢
Painter Helper.....		54¢
Car Washers, Sweepers, Stove-tenders and other laborers in the employ of the company Jan. 1, 1924 shall receive		47.5¢
Laborers entering the service subsequent to Jan. 1, 1924 shall receive.....	45.5¢	47.5¢
Fireman.....		47.5¢
Night Barn Foreman, per month.....		75.00

Night Barn Foreman Helper, per hour. 57¢
Car Washer Foreman, per hour. 55.5¢
Night Watchman, per month. \$130.00

All overtime over regular day's work will be paid for at the rate of time and one-half.

All men who are required to work on the night shift shall receive ten (10) hours pay for nine (9) hours work or proportionate amount for less than nine (9) hours at the rate named in the above schedule for each class of work.

When regular day men are called for wrecking work at night, they will receive time and one-half at the regular rate, with minimum pay for period worked equalling five (5) hours at regular rate.

The company shall furnish proper clothing to protect the wrecking crews from inclement weather.

When regular day men are called at night for emergency work in shop or barn they will receive a minimum of five (5) hours pay at straight time rate.

Regular Barn and Shop employes shall be given one (1) week's notice of any layoff. Any employe voluntarily leaving the employ of the Company shall give the Company one (1) week's notice previous to date he desires to leave.

Sub-station Men

Sec. 16. Wage scale of sub-station men shall be as follows:

	Per Month
JOLIET SUBSTATION	
One-man.....	\$157.00
One-man.....	153.00
LEMONT SUBSTATION	
One-man.....	153.00
One-man.....	143.00
SUMMIT SUBSTATION	
One-man.....	153.00
One-man.....	143.00
Relief men.....	153.00

Twelve (12) consecutive hours, excepting on days when changes of shifts are made from day to night work, shall constitute a day's work. The schedule of hours on change days shall be so arranged as to make the day's work as near twelve (12) hours as possible.

Sub-station men shall choose their station according to seniority.

All sub-station employes shall be entitled to one (1) day off every two (2) weeks, and one (1) week's vacation each year with full pay.

WITNESS our signatures this fourth day of February, 1924.

CHICAGO AND JOLIET ELECTRIC RAILWAY CO.

By J. R. BRACHALL,

General Manager.

AMALGAMATED ASSOCIATION OF STREET AND ELECTRIC RAILWAY EMPLOYES OF AMERICA, DIVISION NO. 228.

By Geo. E. BREKTON

President.



DICE—CARDS

Ordinary dice are not "fair" because they are not perfect cubes. We make perfect trued-up dice. Special work on dice and cards for entertaining and magical purposes.

FRAZELLE NOVELTY CO.,

906 Haas Bldg.

Los Angeles, Calif.



Do Not be Imposed Upon

No shoes are Union Made, under our Fair Arbitration Contract, except those having this stamp.

INSIST upon having them for The Whole Family.

BOOT AND SHOE WORKERS' UNION

246 Summer St., Boston, Mass.

Collis Lovely, Pres.

Charles L. Baine, Sec.-Treas.

Rapid Ready Change Maker

LEVER OPERATED

(Model 1621)

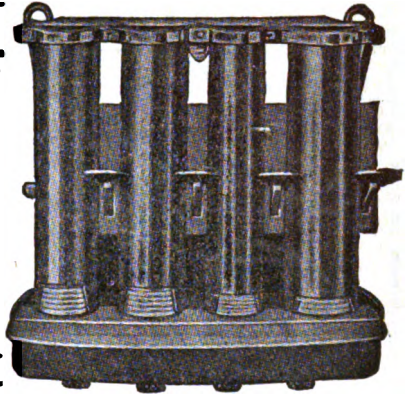
After twenty-five years experience manufacturing change carriers, being the first to originate such a device, we offer our new model, which by a simple adjustment throws ONE to FIVE coins from one or all tubes in any combination wished.

Holds fifty per cent more coins than other makes, with many new features not possible in others, that speed up fare collections. No springs to get out of order, will never rust or tarnish. Agents most cities, where not, will send for \$4.25. One style does for quarters, dimes, nickels or pennies. Our Slip Carrier, so well known, is \$2.50 either style, nickels or pennies.

A. F. NELSON, MFR.

Agents wanted
Special prices.

907 N. Front St.,
Harrisburg, Pa.





TRACTION UNIFORMS

UNION MADE

*Write for Catalogue
Samples & Prices.*

The Fechheimer Bros. Co.

CINCINNATI, OHIO.

40,000 Opportunities in Hotels



NATION-WIDE demand for men and women—Hotels, Clubs, Restaurants, Tea Room. Past experience unnecessary. We train you by mail and help you get a position. Big pay—fine living—quick advancement. Our methods endorsed by leading hotels everywhere.

Write for FREE BOOK "Your Big Opportunity."
Lewis Hotel Training School
Room E-Y312 Washington, D. C.

Free to Asthma and HayFever Sufferers

**Free Trial of Method that Anyone
Can Use Without Discomfort
or Loss of Time.**

We have a method for the control of Asthma, and we want you to try it at our expense. No matter whether your case is of long standing or recent development, whether it is present as Chronic Asthma or Hay Fever, you should send for a free Trial of our method. No matter in what climate you live, no matter what your age or occupation, if you are troubled with Asthma or Hay Fever, our method should relieve you promptly.

We especially want to send it to those apparently hopeless cases, where all forms of inhalers, douches, opium preparations, fumes, "patent smokes," etc., have failed. We want to show everyone at our expense, that our method is designed to end all difficult breathing, all wheezing, and all those terrible paroxysms.

This free offer is too important to neglect a single day. Write now and begin the method at once. Send no money. Simply mail coupon below. Do it Today—you even do not pay postage.

FREE TRIAL COUPON

FRONTIER ASTHMA CO., Room 881B
Niagara and Hudson Sts., Buffalo, N. Y.
Send free trial of your method to:

Price List of Association Supplies

Official Seal	\$5.50
Propositions for membership blanks, per 100	.50
Ritnals, each	.25
Withdrawal cards, each	.05
Traveling cards, each	.05
Duplicate report books, each	2.00
Constitutions, in lots of 100 or more, per 100	4.00
Constitutions, in lots of less than 100, each	.05
Financial secretary's order book on treasurer	.25
Treasurer's receipt book	.25
Association badges, rolled gold, each	.50
Association badges, solid gold, each	1.10
Association buttons, gold plate, each	.50
Association buttons, rolled gold, each	.50
Association buttons, solid gold, each	1.10
Emblem cuff buttons, per pair	1.10
Emblem tie clasps, each	.70
Association charms, each	1.10
Association lockets, each	1.75
Cuts of official seal for use on printed matter, plain, each	.70
Cuts of official seal, with flag design	2.00
Transfer Cards, each	.05
Recording secretary's minute books, 500 pages	1.25
Gift Seals, per box 50	.50
Loose leaf membership ledgers. Ruled and printed on both sides, providing for a 12 year record of the payment of dues by your members.	
Loose leaf post binder, canvas with leather corners, each	4.50
Price of sheets, in lots of less than 100, each	.02 1/2
In lots of 100, or more, per 100	2.50
In lots of 500, or more, per 500	11.00
In lots of 1000, or more, per M	20.00

All orders must be accompanied by express, post-office money orders or draft. No personal checks accepted. Otherwise supplies will not be forwarded.

THE PEOPLES STATE BANK

MEMBER FEDERAL RESERVE BANK

Capital, Surplus and Undivided Profits \$14,000,000



Twenty-six branches conveniently located bring the service of this great institution directly to your door.

BRANCHES

HARPER AND TOWNSEND
7879 JEFFERSON WEST
BAKER AND TWENTY-THIRD
MICHIGAN AVENUE AND JUNCTION
MICHIGAN CORNER ADDISON
WARREN AVENUE AND THIRTIETH ST.
GRAND RIVER AND BROOKLYN
GRAND RIVER AND HOLMUR
CLAIRMOUNT AND LINWOOD
1523 WASHINGTON BOULEVARD
WOODWARD, CORNER PLOUETTE
OAKLAND AND KENILWORTH
WOODWARD AND ALEXANDRINE

FERNDAL AND LAWNDALE
HASTINGS, CORNER ERSKINE
GARFIELD, CORNER RUSSELL
RUSSELL, CORNER LYMAN
GRATIOT, CORNER RIOPELLE
CHENE, CORNER MILWAUKEE
CANTON, CORNER GRATIOT
FISCHER, CORNER GRATIOT
MACK, CORNER BALDWIN
FOREST AND CADELLAC
KERCHEVAL AND LAKEVIEW
JEFFERSON, CORNER BENITRAU
TWELFTH AND SEWARD

To be well dressed and
neat in appearance, order

BATCHELDER MADE UNIFORMS



QUALITY & STYLE MAKE
BATCHELDER MADE UNIFORMS
A SOURCE OF SATISFACTION
TO EVERY WEARER.

For Sale by Dealers

WRITE FOR SAMPLES

FRED M. BATCHELDER CO.

120 HARRISON AVENUE
BOSTON

NOV 18 1924

Volume 32

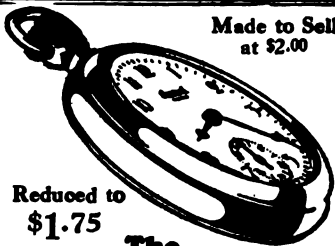
SEPTEMBER 1924

Number 10

The Motorman and Conductor

"Freedom Through Organization"





Made to Sell
at \$2.00

Reduced to
\$1.75

The NEW INGERSOLL

Improved YANKEE \$1.75

THE NEW Improved YANKEE is dependable, as always, but in addition it is a very handsome watch—with new features of grace and beauty.

It has the antique bow and crown, new hands and dial, damaskeened back plate, it is more closely cased and in general it has the appearance of a higher priced watch.

The price of this smart new Ingersoll is now reduced from

\$2.00 to \$1.75

Ingersoll

ATTENTION!

D. S. R.

Operators and Conductors

We're Featuring

Regulation Blue Serge
Union Made

UNIFORMS

—extra value

\$32⁵⁰

(Consent Terms if Desired)

Made strictly according to D. S. R. specifications, of No. 386 Wanskuk 16 oz. fine weave blue serge. Lined with twill blue serge cloth lining. We'll be pleased to show them to you at your convenience.

Clayton's

*Detroit's largest exclusive Men's
and Boys' Apparel Store*

S. W. Corner Michigan & Shelby since 1883

\$3 Brings you a Genuine
DOWN UNDERWOOD
TYPEWRITER

10 DAYS FREE TRIAL Your \$3.00 unconditionally returned if at end of 10 days you are not satisfied with this late model UNDERWOOD typewriter rebuilt by the famous Shipman Ward process.

GREAT PRICE SAVING Direct to you from the largest typewriter factory of its kind in the world by our money saving methods.

EASY MONTHLY PAYMENTS So small that you will not notice it while you enjoy the use of this wonderful machine.

FREE BOOK OF FACTS Explaining Shipman Ward's wonderful system of rebuilding typewriters and also valuable information about the typewriter industry both instructive and entertaining.

Act Today!
Mail
Coupon



5
Year
Guarantee

Shipman Ward
Mfg. Company
2266 Shipman Building
Montrose & Ravenswood Aves., Chicago

Please send me
a copy of your
free book of facts,
explaining bargain offer.

Name.....
St. and No.....
City..... State.....

\$125 IN ONE DAY!

AGENTS
Write at once for
exclusive territory
Free Sample Case
Offer & Free Ford
offer, no contest.

W. J. Glasstetter of Pennsylvania made that. Hundreds are making amazing incomes with the "Harley" line of Pure Food Products, Toilet Preparations, Home Remedies and other household necessities. It's the biggest selling line in America today. Get our big offer today.

THE E. C. HARLEY COMPANY, Dept. 296-K, DAYTON, OHIO

TRACTION UNIFORMS

Regulation

Boston Elevated, Eastern Massachusetts
Boston and Middlesex, etc.

\$37.00

Made of American Woolens Co. 382 blue cloth
formerly 382 Slater's
Alpacas and Serge Coats

THE "EL" UNIFORM SHOP

108 Dudley St. - Roxbury, Mass.

ALBERT A. BLACKMAN, Prop.

(Member of Local 589)

BETTER UNIFORMS

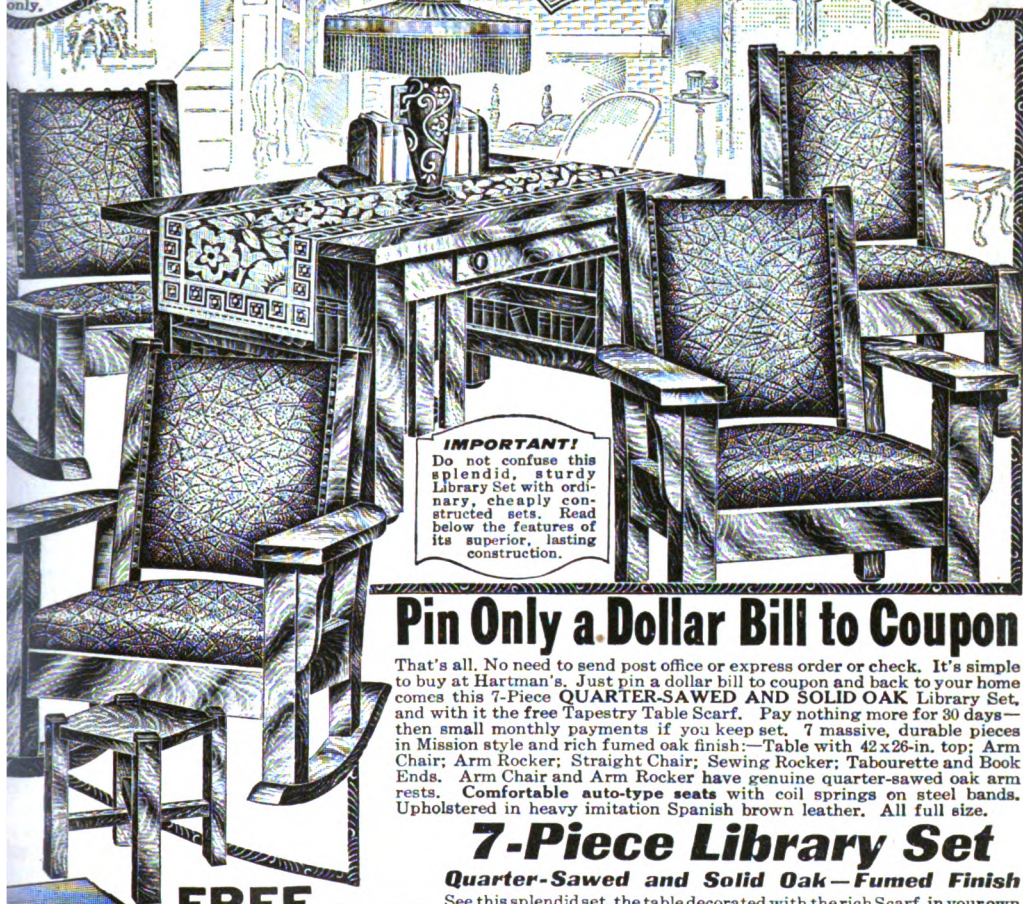
At the Right Price - Union Made
HEADQUARTERS for STREET CAR MEN
Terms if Desired

HOFFMAN TAILORING CO.

2341 Olive St. near Jefferson Ave.
ST. LOUIS, MO.

FREE Tapestry Table Scarf

Beautiful, richly colored, large size Tapestry Table Scarf comes to you absolutely FREE with Library Set. It is prettily edged with fancy sized cotton all around. Accents handsome Scarf as a room Hartman with the Library Set. Pay nothing any time. Send Offer is good limited time only.



IMPORTANT!

Do not confuse this splendid, sturdy Library Set with ordinary, cheaply constructed sets. Read below the features of its superior, lasting construction.

Pin Only a Dollar Bill to Coupon

That's all. No need to send post office or express order or check. It's simple to buy at Hartman's. Just pin a dollar bill to coupon and back to your home comes this 7-Piece QUARTER-SAWED AND SOLID OAK Library Set, and with it the free Tapestry Table Scarf. Pay nothing more for 30 days—then small monthly payments if you keep set. 7 massive, durable pieces in Mission style and rich fumed oak finish:—Table with 42x26-in. top; Arm Chair; Arm Rocker; Straight Chair; Sewing Rocker; Tabourette and Book Ends. Arm Chair and Arm Rocker have genuine quarter-sawed oak arm rests. Comfortable auto-type seats with coil springs on steel bands. Upholstered in heavy imitation Spanish brown leather. All full size.

7-Piece Library Set

Quarter-Sawed and Solid Oak—Fumed Finish

See this splendid set, the table decorated with the rich Scarf, in your own

Just Pin a Dollar Bill to Coupon—Mail Today!

Hartman Furniture & Carpet Co.
Dept. 6842 Chicago, Illinois

I enclose \$1. Send the

7-Pc. Library Set No. 110FFMA19, Price \$49.95, as described, and with it the Tapestry Table Scarf, absolutely FREE. I am to pay nothing further for the goods on arrival—only the freight charges. I am to have 30 days' free trial. If satisfied, I will send you \$4.50 monthly until full price of the Library Set, \$49.95, is paid. Will pay nothing at any time for the Table Scarf. Title remains with you until paid in full. If not satisfied after 30 days' free trial, I will ship all the goods back and you will return my \$1 and pay transportation charges both ways.

Name.....

R. F. D., Box No.
or Street and No.

Town.....

State.....

FREE Bargain Catalog

Most complete book of its kind ever issued. Over 300 pages (of which 68 pages are in actual colors) of the world's greatest bargains in Furniture, rugs, carpets, draperies, aluminumware, sewing machines, silverware, watches, etc. 30 days' free trial. Easy monthly terms on everything you buy. Opening an account with us is like opening a charge account at your local store, but you have nearly a year to pay at Hartman's.

Ask for Catalog No. E 6842

FREE GIFTS

so explains about Hartman's wonderful gift plan which brings absolutely free with purchases many splendid articles, such as cr., dishes, silverware, toilet sets, jewelry, table linen, etc. "Let Hartman Feather YOUR Nest"

or No. 110FFMA19, 7-Piece Library Set. Our Bargain Price \$49.95. \$1.00 with Order. \$4.50 Monthly. Table Scarf is FREE.

ARTMAN Furniture & Carpet Co.
Dept. 6842 Chicago
Largest Home Furnishing Concern in the World

Copyright, 1924, by
Hartman's, Chicago



Style No. 20

Wear Better Uniforms

BY putting your trust in a Bloch Uniform of quality you insure yourself against dissatisfaction.

Twenty years of knowing how has enabled us to offer Traction men everywhere the best uniform that money can buy.

Strength in every part that has a strain, materials of proven long-wearing value, design and tailoring of a superior quality that assures every customer the comfort and appearance he enjoys.



Ask your dealer for a Bloch Uniform of Quality. It will pay.

The Bloch Company

Uniforms of Quality

Cleveland - Ohio

The
Bloch
Company
Cleveland,

*Send me, free, a
Trolley Jim Time Book.*

Name.....

Address



The Motorman and Conductor



Vol. 32

DETROIT, MICHIGAN, SEPTEMBER 1924

No. 10

Published monthly by the Amalgamated Association
of Street and Electric Railway Employees of America.

W. D. Mahon, President

260 East High Street, Detroit, Michigan

Entered at the Post Office as Second Class Matter.
Accepted for Mailing at special rates of postage pro-
vided for in Section 1103, Act of October 3, 1917.

Subscription Price - - - - - \$.75



BROTHER WILL J. ROBINSON,
Div. No. 360, Alliance, O.

Among the candidates for the State Legislature in the State of Ohio, is Brother Will J. Robinson of Stark County. Brother Robinson is an old member of Division No. 360 and has for years served the Local as Secretary-Treasurer, and has had much to do with the progress of that organization. The members of the Alliance Local and the Alliance labor movement urged upon Brother Robinson to run for the State Legislature and he made a successful canvass. As a member of the State Legislature he showed himself to be broad enough to serve the interests of the people and was not committed to class movements. The result was that at the recent primary in Stark County Brother Robinson led as a candidate for reelection to the legislature on the Republican Ticket. Aside from the general labor movement of Stark Co. there are three Locals of the Amalgamated Association, the members of which will put forth a special effort to see that Brother Robinson again leads the ticket at the November election. The three Locals of the Amalgamated Association within the election district, in which Brother Robinson is a candidate, are Divisions Nos. 360, Alliance, 696 Canton, the members of which operate the interurban lines from Canton in both directions, and 702 Canton, comprising the Canton City street railway men. With the members of all three Locals Brother Robinson is especially popular. The Locals will likely have representatives attend the meetings of the various trade unions in Stark County cities, that the entire labor movement will be entirely familiar with the fact that Brother Robinson is a candidate.

"A WITHERING BATTERY OF WELL DIRECTED DEFENSE"

"A withering battery of well directed defense" is taken from a pamphlet sent out by The American Plan—Open Shop Conference. The Headquarters of the American Plan-Open Shop Conference is in the Kearns Bldg., Salt Lake City, Utah. The Conference, or Convention is dated for Oklahoma City, Oct. 20-21, 1924, and in the petition for attendance at this Conference Mr. J. B. Landers, Chairman of the Committee, is credited with pre-announcing a record breaking attendance.

Is this appeal for attendance at an open shop conference an admission that the American Plan is not enthusing to the satisfaction of the despot-minded profit employing representatives?

The appeal for attendance at the Conference is issued with a red letter caption: "The American Plan—Open Shop on Trial." The petition then continues:

"We stand today at the bar of public opinion.

"Ingenius labor leaders, aided by a supine press and a host of blustering demagogues are producing a disquieting mental attitude toward the whole program of 'freedom in industry.'

"The open shop movement is being pilloried.

"Our activities are being characterized as an inspired, camouflaged thrust at the very vitals of the American workman—a detestable thing parading under false colors."

Is not this announcement that "the Open Shop Movement is being pilloried" a frank confession that "The American Plan" has nothing American about it?

Is the "American Plan—Open Shop" on trial?

The "American Plan-Open Shop" has been on trial. Its trial has long since ended. It stood "at the bar of public opinion," and American public opinion denounced it. American public opinion does not accord with inconsistencies. Despotism is inconsistent with the American ideal. Public opinion has long since told "The American Plan" enthusiasts that their plan should be more appropriately termed "The Despotism Plan."

It does not want to be assumed that the supporters of the plan admittedly pilloried, will lie down and take defeat in a sportsmanlike manner. The exponents of the open shop are not sportsmen. They will

at their plan being pilloried. They will use every endeavor to still flaunt it upon the public. They condemn the judicial opinionating of the public. The mere fact of this October 20-21 conference shows the defeated partisanship of the "American Plan" yet to be struggling in their attempt to destroy the American rights of wage earners. It will be seen by the above quotation that they are putting forth a vigorous effort to maintain and strengthen that "withering battery" and they want it so directed that it will sweep the rights of wage earners from the industrial fields.

The petition for attendance at the Oklahoma City Conference of the so-called American Plan-Open Shop propagandists contains five interesting questions purposed to be solicitous on the part of employers for profit. These five questions are significant and are here quoted:

"Can you and the rest of us, the advocates of sound industrial relations as expressed in the American Plan-Open Shop-movement, successfully refute that serious charge?

"Have we the proofs to give the lie to that accusation?

"Put in plain Anglo-Saxon:

"What, in actual practice, does the American Plan-Open Shop mean in your own community?

"What permanent benefits in the interest of all elements in society, particularly the public, can you credit to the Open Shop activity of your organization?

"Have you, in fact, anything in the way of real results to justify, in the eyes of an impartial jury, the existence and continuation of your association?"

Mr. A. C. Rees, Chairman, continues in his petition for attendance: "These are very blunt and pertinent questions; but that is exactly what the public is demanding to know from each of us." Then he asks:

"Are you prepared to speak for your organization and your community in defense of the righteousness and the effectiveness of this cause?" This question is in red.

He continues: "The burden of proof rests upon us.

"A withering battery of well-directed defense should sweep the enemy's lines and expose him in his retreat hidden in a mass of manufactured misrepresentation, at the American Plan-Open Shop-Conference, Oklahoma City, Oklahoma, October 20-21, 1924."

Such is the appeal that the "American Plan-Open Shop" put forth in a doubly sealed letter to the various employers in the numerous industrial communities throughout the nation, in an immediate hope to again revive an effective open-shop campaign, in which it is purposed to well direct a withering battery upon the lines of organized labor.

Why such an endeavor? Who is at the bottom of such a camouflaged movement? Who expects to profit by it, and how?

It is the unscrupulous, self-appointed agency of Capitalism engaged in employment industries where profit is principally marked by the service of wage earners. The

fair employer, satisfied with reasonable profits upon investment, will not go along with that program. But it is a trickling agitation of industrial warfare.

There has been no observable depleting of the ranks of organized labor through the savage onslaughts directed by open shop-pists against the Labor Movement. Prosperity in most industries is dependable upon wage earners, more than any other element. They constitute the big consuming element. Were this element excluded from consumption, prosperity in industry would be unknown. This ought to appear, and does to most employers. That is the reason of the failure of the open shop-pists in their endeavor to destroy the organized Labor Movement.

Wage workers work for wages. The wage worker is dependable upon his wages for his prosperity and happiness, and home comforts. A substantial wage is desired—not merely a living wage, but a savings wage.

The wage earner who depends entirely upon wage employers to fix wages and working conditions, soon learns that he is not obtaining the desirable wage. And he is embarrassed and irritated because of what he knows to be the extreme exacting toll taken from him for the privilege of working, and this is the toll between what he actually earns and what he actually receives, and represents the profit to the wage fixing employer.

Even accommodating court judges have declared that there is no law to compel an employer to pay even a living wage. Such was the decision in the declaring as unconstitutional the Woman's Minimum Wage Law of Washington, D. C. and that applies in all states. The mere fact that this decision was rendered is sufficient evidence to the wage worker that the employer will disregard even a law fixed wage. In order to dictate a lesser wage for wage workers. The illustration exists as a court decision.

Wage workers have the right to determine upon the wage rates for which they will work. Heterogeneous determinations are of little avail and wage rates, individually fixed, cannot become effective. The only way that wage rates may be fixed by employees is by associating together in concerted deliberation and determination. That is organized labor. That is why labor is organized and it means collective agreement relations in employment.

The open shop-pists' design is to withhold from wage earners the possibility of collective agreement. To do that, the Association of wage earners must be destroyed and prohibited and that is the purpose of the destructive campaign of open shop-pists as directed against the American Labor Movement.

The fact that the open shop-pists are perpetually designing and perpetually active in their opposition to the labor movement, is well evidenced by and in the call for the open shop "American Plan" Convention of October 20-21 of an international character, held in Oklahoma City. Out of it the de-

signers expect to establish and extend open shop conference organizations in every industrial community in the United States and Canada. The whole purpose of this convention, its exclusive purpose, is to design new methods of attack on the labor movement and extend the endeavor to despotically control wage earners in employment in the fixation of wages and working conditions. Isn't that a glorious purpose of Big Business?

But it serves to prompt Labor to be eternally on the alert, and eternally prepare strong lines of resistance.

As shown by the doubly sealed petition for this convention, the movement is stealthy, gumshoed, guarded in secrecy, seething in venom and serving snake-like in its functions to devour the unwary.

Is there not enough in this uncovered movement of the rattler in his lair to invoke a most vigorous campaign on the part of the unorganized to organize?

It is the endeavor of the organized that maintains even the semblance of a desirable wage in the ranks of labor. It is the endeavor of the organized that stands as a resistance to the extension of the army of unemployed. It is the strong arm of the organized that restrains depressions invoked by conniving open shop employers to establish a competitive army of job seekers.

It is such secret designs that should inspire an extension of organized labor to embrace every wage worker in the land.

An attractive feature of the present political campaign is the united assault being delivered by the Republican and Democratic campaigners on Robert M. LaFollette. Three-fourths of the political space of daily newspapers of the two old parties, together with 75 per cent of the publicity issued by the campaign managers of the two old parties is directed against the campaign of LaFollette for President. It is what the average lawyer would call evidence of collusion and it is evidence of the type upon which injunction judges hold absentees guilty of contempt of court, on charges of injunction violations by individuals of labor organizations. It appears unanimous with the campaigners of the two old parties that their single aim is the defeat of LaFollette that either one or the other of the two old parties may win in the election and that regardless of which of the old parties wins, it will be a victory to both. Labor can do well to make note of it.

COMMERCIAL FAILURES

It is reported that commercial failures continue to be larger in number and greater in the amount of liabilities than in the first eight months of 1923. It is reported through Dunn's Mercantile Agency that there were 13,920 suspensions between January 1 and September 1 of this year, compared with 12,274 in the corresponding period of 1923. The liabilities this year were \$396,428,178, as against \$329,479,978 in 1923.

PROCEEDINGS OF REGULAR MEETING OF GENERAL EXECUTIVE BOARD AUGUST 4-9, 1924

The Third Regular Meeting of the General Executive Board of the Amalgamated Association of Street and Electric Railway Employees of America was called to order at Association General Headquarters, 260 E. High St., Detroit, Mich., at 10 o'clock A. M. Monday, August 4.

There were present at roll call General Executive Board Members Edw. McMorrow, Div. No. 241, Chicago, Ill.; Magnus Sinclair, Div. No. 113, Toronto, Ont.; John H. Reardon, Div. No. 22, Worcester, Mass.; P. J. Shea, Div. No. 168, Scranton, Pa.; Allen H. Burt, Div. No. 382, Salt Lake City, Utah; Wm. F. Welch, Div. No. 103, Wheeling, W. Va.; J. B. Lawson, Div. No. 568, Shreveport, La.; Alex McGuire, Div. No. 241, Chicago, Ill.; R. L. Reeves, Div. No. 85, Pittsburgh, Pa.; Int. President W. D. Mahon, Detroit; Int. Treasurer L. D. Bland, Div. No. 241, Chicago, Ill., and Wm. B. Fitzgerald, Div. No. 132, Troy, N. Y.

To the Board was submitted the Regular Semi-Annual Report of the International President covering in detail the records and functioning of the International Association and various Locals within the six months period ending July 31, 1924. This report was very lengthy and but a brief synopsis of it may be given in the space available. He detailed completely the work of International Officers and Organizers, as well as the work and progress of Local Officers and Local Divisions, in the affairs of Local Divisions. A synopsis of the Report is here given as follows:

Work of International Officers

During the six months term beginning with Feb. 1 and ending with July 31, 1924, aside from other work the International President made 25 official visits, personally assisting 15 Local Divisions. Comprised within his work was the assistance of the various Locals upon agreement work and grievances, including the directing of the situation in Detroit involving the Municipal Ownership employees Branch of Div. 26, where the acting mayor, street railway commission and manager, upon application for increased wages and modification of agreement relations by the M. O. Branch of the Local, refused to further recognize or negotiate with the employees as an associate body of employees, and where the management had used subterranean methods of discouraging membership in the Organization, among the employees. There was a general sentiment to protest by accepting the attitude of the management as constituting a lockout. In this case the International President prevailed upon the Local Branch to submit the subject upon petition for a writ of mandamus to the Circuit Court of Wayne County, rather than to involve the community in a suspension of work and thus obstruct the course of Municipal Ownership and Operation, as might result from a suspension of work. The Street

Railway Chapter of the City Charter provides for arbitration, which the acting mayor and management were in effect repudiating, and actively disobeying. The trial of this case resulted in a mandamus order from the Circuit Court directing the management of the street railway system to comply with the agreement that existed at the time the application for changes in agreement was made. The street railway commission through the encouragement of the acting mayor, took an appeal from this decision of the Circuit Court to the State Supreme Court. Also associated with International Treasurer L. D. Bland the International President made a very thorough investigation and survey of the competition to street and electric railway service that is arising from the introduction of gasoline bus operation.

A report upon the work of Int. Treasurer L. D. Bland, aside from his editorial work upon the Union Leader of Chicago, represents him as having assisted nine Local Divisions and made 16 official visits during the six months period ending with July 31, 1924. Included within his work was also the assistance rendered the International President upon a detailed investigation of the bus service competition with electric rail car service.

General Executive Board Member Edw. McMorrow is recorded as having assisted 19 Local Divisions and made 47 official visits during the six months period. Included in his work were several wage arbitration cases involving, among other Locals, Div. No. 732, Atlanta, Ga., 713, Memphis, Tenn., and 268, Cleveland, Ohio, where substantial increases were obtained through arbitration. In the Cleveland, Ohio, case the arbitration board granted an increase of 12 cents per hour, and the company, in the face of the agreement providing therefor, refused to place the increase in effect. The case was taken into the court of Cuyahoga County, where an order was obtained directing the company to comply with the agreement and from which an appeal was taken. The increase would grant to the Cleveland members a maximum rate of 72 cents per hour.

General Executive Board Member Magnus Sinclair is reported as having made 22 official visits, in the course of which he assisted 14 Local Divisions, principally upon agreement and grievance work.

General Executive Board Member P. J. Shea is recorded as having made 44 official visits, in the course of which he assisted 17 Locals within the six months audit period. Included within his work was the settlement of an extended strike, in which Division No. 544, Williamstown, Pa. was involved. This situation was looked after from the beginning by Board Member Shea. Collective agreement relations were restored through the settlement.

General Executive Board Member John H. Reardon, in the course of the six months audit period is credited with 61 official visits, in the course of which he assisted 33 Local Divisions, principally upon agreement

and wage arbitration work. At the close of the report period July 31, Board Member Reardon was assisting Div. No. 589, Boston, Mass., where the wage dispute was submitted for arbitration.

General Executive Board Member Allen H. Burt, in the course of the six months period made 31 official visits, assisting upon agreement work 12 Local Divisions. Included in his work was the assisting of Division No. 416, Peoria, Ill., in a successful endeavor to establish an arbitration board, before which was submitted the petition for an increase in wage rates.

General Executive Board Member Wm. F. Welch, in the course of the six months audit—ending with July 31, 1924, made 21 official visits, upon which he assisted three Local Divisions, and included in which work was the conduct of wage arbitrations for Divisions 103, Wheeling, W. Va. and 455, Portsmouth, O.

General Executive Board Member James B. Lawson, in the period of the six months, beginning with Feb. 1, and closing with July 31, is credited with having made six official visits, in the course of which he assisted four Local Divisions, included in which was advisement and assistance upon arbitration work, including Division No. 577, Augusta, Ga., and 610, Charleston, S. C.

General Executive Board Member Alex McGuire, in the course of the six months audit period is credited with having made 21 official visits in the course of which he assisted 22 Local Divisions, principally upon agreement and grievance work. In the course of his work, upon petition of electric railway men of Rockford, Ill., he assisted the platform men of that system in organizing.

General Executive Board Member R. L. Reeves, in the course of the six months audit period is credited with having made 23 official visits and rendered assistance to 8 Local Divisions.

Aside from the work contained in the above synopsis, the General Executive Board, International President W. D. Mahon, Int. Treasurer L. D. Bland, and First Int. Vice-President Wm. B. Fitzgerald are credited with having been in attendance at the General Executive Board Meeting held early within the six months period, for which reports were made for the previous six months.

First Int. Vice-Pres. Wm. B. Fitzgerald, within the audit period of the six months ending with July 31, 1924, made 30 official visits, in the course of which he personally assisted 18 Local Divisions. Aside from this road work Int. V. P. Fitzgerald is credited with having assisted the International President in the general affairs of the Association at the general office, and assisted the International President upon the Detroit situation involving the M. O. Branch members of Div. No. 26, in assisting the Local in the mandamus petition court proceedings, as reported in the report covering the work of the International President. He also assisted various other

International Officers upon the situations that were under their advisement.

Second Int. Vice-President P. J. O'Brien, within the six months audit period ending July 31, made 44 official visits, in the course of which he assisted 12 Local Divisions. He lent assistance to Division No. 168, Scranton, Pa. in the adjustment of a strike situation that developed there relative to the dispute over swing runs. He assisted Division No. 540, Trenton, N. J. upon wage arbitration. In New Jersey he rendered assistance in the endeavor to adjust the dispute that had arisen through the acquiring of bus service by the employing company, and which involved a dispute with the Team Drivers.

Third International Vice-President Wm. S. McClenathan is reported as having given his attention to the affairs of Division No. 308, Chicago, Ill. of which he is Financial Secretary and Business Agent.

Fourth Int. Vice-President Wm. P. Jennings, in the course of the six months period is recorded as having made six official visits, in the course of which he assisted two Local Divisions. He assisted one Local upon arbitration work. Within the period of the six months Vice-President Jennings resigned his official position with the association, due to other work engaging his attention, and his studies as a law student.

Fifth Int. Vice-President Fred A. Hoover upon the retirement of Vice-President Jennings, ascended to fourth International Vice-President. Within the six months period his Association work has been with Division No. 101, Vancouver, B. C., of which he is President.

Fifth Int. Vice-President Geo. A. Dean, in the course of the six months audit period ending with July 31, made 23 official visits in the course of which he lent assistance to five Local Divisions, including Division No. 192, Oakland, Cal., upon agreement work.

Sixth Int. Vice-Pres. P. J. McGrath, within the six months audit period, assisted in the conduct of a strike of Division 85, Pittsburgh, Pa., of which he is a member and Secretary-Treasurer. He, also, as representative of the International, conducted an arbitration case for this Local. A settlement of the strike situation resulted in the restoration of the old wage rates with a maximum of 67 cents per hour, and a further consideration of one-half pay for uniform each year.

Seventh Int. Vice-President Albert E. Jones, is recorded as having given attention to the Alliance, Ohio, strike situation involving members of Division No. 360, which resulted from wage controversy and was of but brief duration, when a settlement satisfactory to all members was obtained. He is credited with having assisted five Local Divisions, requiring 14 official visits, within the six months period.

Eighth Int. Vice-President James Largay, in the course of the six months audit period ending with July 31, 1924, is credited with 34 official visits, in the course of which he assisted 17 Local Divisions upon wage agreement work and grievance work. Included

in his work was the effecting of a renewal of wage agreement in the interest of Divisions 169, 954 and 956, Easton, Souderton and Allentown, Pa.

Ninth Int. Vice-President James B. Wiley, within the six months audit period made four official visits in the course of which he assisted three Local Divisions. Included in his work was the assisting in the arbitration of the wage dispute in the interest of Division No. 441, Des Moines, Iowa, of which he is a member and Business Agent, and which arbitration resulted in an increase of 5 cents per hour to the membership.

Tenth Int. Vice-President M. J. Murray is recorded as having made 16 official visits within the six months period, in the course of which he assisted three Local Divisions upon wage agreement work. Included in his work was the assistance of the Everett, Wash. Local upon wage arbitration, which resulted in an award of 5 cents per hour increase to the maximum rate, and 6 cents per hour to the intermediate rate, and 7 cents per hour to those of the first six months of service. The discriminatory spread of wage rates was decreased from 18 months to one year, making the terms for the minimum and intermediate rates six months each.

Eleventh Int. Vice-President C. U. Taylor is recorded as having made one official visit, in the course of which he assisted one Local Division. He is also a member and officer of Division 757, Portland, Ore., in the affairs of which he has been actively and successfully engaged.

Twelfth Int. Vice-President John M. Parker, within the course of the six months audit period, is recorded as having made 11 official visits, and assisted four Local Divisions principally upon grievance and agreement work. He assisted Division No. 388, Newburgh, N. Y., upon the settlement of a strike, and assisted in obtaining a very satisfactory agreement for that Local.

Aside from the report upon the work of International officers, the report of the International President details work done for the Association by Association Organizers L. F. Hart, who within the six months period made two official visits and assisted two Local Divisions, upon agreement and grievance work, and John E. Peters, who assisted in the organizing of the Rockford, Ill. railway trainmen, the organizing of which failed to fully materialize.

The report continued as follows:

"Death, Disability and Old Age Benefits
 "During the past six months' audit period, from February 1, 1924, to July 31, 1924, the following death, disability and old age benefits have been paid:

Death Benefits

Division No. 22, Worcester, Mass.	
Halley, Thomas, deceased.....	\$250.00
McDonagh, Peter, deceased, (balance due)...	100.00
Stoddard, Herbert C., deceased.....	800.00
Division No. 26, Detroit, Mich.	
Ashley, Roy, deceased.....	500.00
Beecher, William H., deceased.....	700.00
Downs, George, deceased.....	100.00
Erbakorn, Emory H., deceased.....	800.00
Farnsworth, Edward M., deceased.....	250.00

Continued on page 22



The Motorman and Conductor



Official Journal of the Amalgamated Association of
Street and Electric Railway Employees of America

PUBLISHED BY THE ASSOCIATION
Monthly, at 260 E. High St., Detroit, Mich.
W. D. MAHON, President

EXECUTIVE COUNCIL

W. D. MAHON	International President
WM. B. FITZGERALD	First Vice-President
P. J. O'BRIEN	Second Vice-President
W. S. MCLENNATHAN	Third Vice-President
FRED A. HOOVER	Fourth Vice-President
GEORGE A. DEAN	Fifth Vice-President
P. J. McGRATH	Sixth Vice-President
ALBERT E. JONES	Seventh Vice-President
JAMES LARGAY	Eighth Vice-President
J. B. WILEY	Ninth Vice-President
M. J. MURRAY	Tenth Vice-President
C. U. TAYLOR	Eleventh Vice-President
JOHN M. PARKER	Twelfth Vice-President
L. D. BLAND	International Treasurer

GENERAL EXECUTIVE BOARD

EDWARD McMORROW	A. H. BURT
MAGNUS SINCLAIR	WILLIAM F. WELCH
P. J. SHEA	J. B. LAWSON
JOHN H. REARDON	ALEX. J. McGUIRE
R. L. REEVES	Secretary

Correspondents will please address all communications for publication to R. L. REEVES, Editor.
Subscriptions payable to W. D. Mahon, President.

SUBSCRIPTION
Per Annum, \$7.50 Single Copy, 10 cents

ASSOCIATION

Articles of Constitution

Section 1. The objects of this Association shall be to organize Division Associations.

Sec. 2. To place our occupation upon a high plane of intelligence, efficiency and skill; to encourage the formation in Division associations of Sick Benefit Funds; to establish schools of instruction and examination for imparting a practical knowledge of modern and improved methods and systems of transportation and trade matters generally; to encourage the settlement of all disputes between employer and employes by arbitration; to secure employment and adequate pay for our work; to reduce the hours of daily labor and by all legal and proper means to elevate our moral, intellectual and social condition.

Unsigned communications cannot be published. Names of correspondents will not appear with their products unless by special permission of the correspondent. Matter for publication should be in not later than the 2nd of the month, and should be written on one side of the paper.



There can be no law made or incorporated in charters or constitutions of states, counties or cities that would be legal that can legally prohibit the institution of unions or associations of civic industrial wage workers. Such is the fundamental law of both the British and United States governments.

In Detroit, two newspapers are telling the public that the city charter prohibits a city authority making a collective wage agreement with city employes employed upon the street cars. Nothing is farther from the fact. These newspapers are using the argument in support of a candidate for mayor, whom, the papers assume, will save the car riders from an increase in fare by refusing to grant wage increases to the car conductors and motormen. They know that the chief things that Martin, their candidate for mayor ever did, was wage cutting while acting as commissioner of public works.

The reason that Labor is behind Robert M. LaFollette for President of the United States is that the platform upon which Senator LaFollette stands as a candidate for President contains the principles sought by Labor of the two old parties, and which those parties rejected. Further, Labor knows that LaFollette is a candidate who will hold to those principles. He will likely receive the votes of all devoted to the purpose of the American Labor Movement. It is time that children should be protected from industrial exploitation. It is time that the U. S. Anti-Trust law should be used for the purpose that it was intended instead of applying it solely to labor in designating it a commodity subject to the master-and-servant process of ancient days.

The policy of the American labor movement is to know the legislator before he is elected—not particularly his political affiliations but where he may stand upon those things that labor wants and doesn't want. By knowing this before he is elected, labor can well recognize whether it will be to labor's interest that he shall be elected, regardless of the candidate's particular affiliation. Of course, there are some general principles incorporated into what is called political platforms, to which candidates of that particular party are committed. When those principles do not conform to the progress of labor, and the progress of society in general, it is labor's business to repudiate that particular party and any of its adherents that are committed to the things detrimental to labor and the public.

Just ask why it is that an "open shop" employed employe dare not attend a meeting of organized workers of his class. Isn't it from fear of loss of his job? Does it not seem that the open shop management controls the employe even out of the shop? Is the open shop a denial of freedom or liberty to the individual wage worker? Is there not something in organization if it protects the employe in his right to meet with his fellow workers in associate deliberation? Isn't that an extension of freedom? Is not the open shop an example that after hours or at the close of the service day, even yet the employe is free to go nowhere and do or say nothing except by the active or passive consent of the open shop management? Is that freedom? Is that American? Then there is something in organization. Organization is American. Isn't it? The right or organization is worth protecting, isn't it?

FROM LATE REPORTS OF INTERNATIONAL OFFICERS

International President W. D. Mahon, aside from the general direction of the affairs of the Association at the General headquarters, attended and addressed a meeting of the Municipal Branch of Division No. 26, Detroit, Mich. The meeting was well attended and associated with him speakers at the meeting were Int. Vice-pres. Wm. B. Fitzgerald, and Int. Vice-pres. P. J. O'Brien. At this meeting President Mahon discussed the status of the situation involving the members of the M. O. Branch of Division 26, as it at present stands in the Supreme Court of the State of Michigan, upon an appeal by the Street Railway Commission and former Mayor Jos. Martin. He explained the purpose of Mayor Martin and the Commission in appealing the case as being a step to delay restoration of former relations existing prior to the expression of contempt by the Mayor and his Commission for the arbitration provision of the street railway chapter of the city charter when the agreement existing as certified to by the Secretary of the Street Railway Commission as of date of February 7, 1923 was announced and repudiated by the Commission. He explained that the move by Mayor Martin and the Railway Commission was along the line of denying the right of wage workers to organization and collective agreement, a principle to which Jos. W. Martin and his Street Railway Commission seemed committed. He conferred and advised with the Joint Advisory Board representing the Locals, the members of which are employed by the Detroit United Railway. The Company is extending the one-man car operation to Flint City, affecting the members of the Flint Branch of Division No. 26, and the Shore Line Railway affecting members of Division No. 90, Mt. Clemens. The company is also introducing bus service in Flint and on lines leading into Detroit from Mt. Clemens and Trenton, Michigan. The company is contending that these lines are to be owned and operated by a bus company separate from the electric railway company with a wage rate of 60 cents per hour, whereas the agreement wage upon street cars is 66 cents per hour, with 5 cents additional for one-man cars. This subject is in a conference stage, and in conferences with the company Vice-President Fitzgerald is associated with the officers of the Joint Board of the Locals effected. At the close of this report October 6, President Mahon is in Chicago, Ill. upon Association work.

First Int. Vice-Pres. Wm. B. Fitzgerald, Cleveland, Ohio, associated with G. E. B. member Edw. McMorro in the interest of Division No. 268, whose case relative to the cent wage award granting 72 cents per hour to the Cleveland Railway men is in the course of Chancery Court determination. It was upon this case that with the Officers of the Local, Attorneys were consulted and advised with. Vice-Pres. Fitz-

gerald visited Montreal, Que., where he addressed meetings of Division 790 upon the affairs of that Local. He reports that the Local is in a progressive condition and that preparation for the 1925 Convention of the International Association to be held in that City is being made. Vice-President Fitzgerald associated with the International President upon the affairs of Division 26, Detroit, as applying to the endeavor of the Commission of the municipally owned and operated lines to destroy the organized character of the employees as shown by the reports upon the work of the International President. He also attended a conference with the Detroit United Railway Officials, at which were in attendance the D. U. R. Branch officers of Division 26. The purpose of this conference was to effect some agreement relation upon the bus service contemplated as being installed in Flint and other points upon the system. This case was pending at the close of his last report October 6. Aside from this work International Vice-President Fitzgerald has assisted the International President in the general affairs of the Association.

Second Int. Vice-President P. J. O'Brien visited Providence, R. I. where he assisted the Local upon working out schedule changes. At Detroit he addressed a meeting of Division 26, attending the meeting with International President W. D. Mahon and International Vice-President Wm. B. Fitzgerald. At Dayton, Ohio, he attended meetings of Divisions 749 and 810. The associate relations with the employing companies of the two properties were taken up in Philadelphia with the principal officer of the Railway Company and he reports that an understanding was later reached relative to the relations of the Local 810 with the employing company. At Springfield, Ohio, he attended and addressed a meeting of Division No. 851, and assisted the Local upon a case of dismissal and the one-man car question. These cases were pending per his report of September 27.

Seventh Int. Vice-President A. E. Jones assisted Division No. 839, Newark, Ohio, upon grievance work. In the course of this work he visited Zanesville, O. and reports no change in the strike situation involving the members of Division 781. At Wapakoneta, Ohio he assisted Division No. 939, upon agreement work. Through conferences with the employing company an agreement obtained and was signed with a slight gain in wages to powerhouse employees, otherwise it was a renewal of the expiring agreement. Per his report of September 20 he had visited Akron, Ohio, where the Local was involved in a seniority dispute between members of the city lines and the interurban lines relative to restoration of seniority rights to former interurban men upon the interurban lines upon their return there to work.

Eighth Int. Vice-Pres. James Largay assisted Division No. 497 upon agreement

work. The Local was endeavoring to re-establish agreement relations with the employing property which is in the hands of a receiver. Vice-President Largay reports, under date of September 27, that conferences resulted in a renewal of the old agreement for another year.

Twelfth Int. Vice-President John W. Parker represented the International Association at the Fortieth Convention of the Dominion Trades and Labor Congress held at London, Ont. September 15-19. He reports that the Convention was successful and harmonious and that representing Local Divisions and Central Bodies there were 22 other members of the Amalgamated Association present as delegates. Per his report of September 27, he was at Fredonia, N. Y. where in company with the President of Division No. 592 he was holding conferences with the Superintendent upon agreement provisions.

General Executive Board Member Edw. McMorrow, due to the recent wage award granted members of Division 268, Cleveland, Ohio—12 cents per hour increase in wages, or a maximum of 72 cents per hour, with time and one-half for overtime—being in a court of equity, in Cleveland, was required to visit that City in reference to the court case, where he was required to make an affidavit for use by the attorneys of Division 268 upon the case. He was accompanied to Cleveland by First Vice-President Fitzgerald, from whom was required the same service. He later visited Divisions Nos. 515, Galesburg, Ill. and 772, Bloomington, Ill., upon the affairs of those Locals, and at Peoria, advised with the officers of Division No. 416 upon the recent wage award, which carried a reduction in wage rates to the members of that Local. He was later detailed to visit Winnipeg, Man., in the interest of old Division No. 99, upon the affairs of that Local, and at the close of his last report September 27, he was expected to early attend a meeting of the Local.

G. E. B. Member Magnus Sinclair, at Preston, Ont., was in advisement with the officers and members of Division No. 833, upon the subject of seniority, a dispute upon which recently arose through the consolidation of two systems of the property. Following advisement upon this situation he was dispatched to Pittsburgh, Pa. in the interest of Division 85, where an attempt on the part of the company is being made to introduce one-man car operation upon certain lines within the city of Pittsburgh, involving the members on the subject of seniority. Per his report of September 28, the question of the introduction of one-man cars in the service was in the stage of an appeal for permission to install the one-man cars, being in the hands of the Councilmanic Committee for a hearing thereon.

G. E. B. Member P. J. Shea, visited Pottsville, Pa., where he assisted Division

No. 118 in an endeavor to embrace within the pay provisions of the working agreement with the employing company a class of employees required to work as the second man on cars where the electric cars are being operated over some five miles of steam railroad. The Pottsville Co. operates one-man cars, but a regulation relative to operation upon the steam road rails requires two men to a car. The management takes the position that these men are flagmen and therefore are not entitled to conductors' wages. Being unable to arrive at an agreement upon the subject it has been submitted for arbitration. With G. E. B. Member John H. Reardon he served as a committee of the G. E. B. Committee on Jurisdictional Disputes, at Boston Mass., where there exists a jurisdiction dispute with the Machinists' Organization, which is claiming the repair work of auto busses, over which Division 589 of Boston holds an agreement providing that the repair work shall be done by car repairmen, members of the Local. He reports that they were unable to arrive at an adjustment of this situation and was later dispatched to Easton, Pa. from where a report had been received that the Bangor and Nazareth employees' Branch of Division 169, had entered a strike in violation of their agreement. According to the report of Board Member Shea under date of September 28, he had assisted the officers of the Local proper in adjusting the situation.

G. E. B. Member John H. Reardon assisted Division No. 589, in the submission to arbitration of the wage dispute with the Boston Street Railway Co. Hearings were concluded early in September. Pending the award he was dispatched to Fitchburg, Mass. where he advised with Division No. 690, upon a case that is being brought against the Local by an ex-member who charges that the Division deprived him of his rating and which case will presumably be decided in court. With Board Member Shea, Board Member Reardon served as a committee of the G. E. B. Committee on Jurisdiction in a machinists dispute involving members of a Local of the Machinists in Boston and Division No. 589, relative to passenger bus repair work. No agreement was reached. At Attleboro the Interstate Consolidated Road is in the hands of a receiver. The members of this property are a branch of Division No. 22, of Worcester. The court has granted the privilege to the receiver to discontinue the operation of the road and in consequence a question of wage rates involving the Attleboro Branch Members of Division No. 22 has arisen and is pending an adjustment. He also investigated a case of seniority dispute, which was before the recent G. E. B. meeting, and upon which the G. E. B. required further information. He reports that the member taking the appeal has retired from the service. At Portland, Me. he assisted Division No. 714, relative to a charge of violation of agreement that had been brought by the Local against the company involving the question of pay of men who had been laid off and

were called back to work. At Providence, R. I. he advised with the officers of Division No. 618, upon the affairs of the Local upon a contention created by the Financial Secretary. Per his report of September 26 the arbitration board, before which is being submitted the wage dispute between Division 600 and the Waltham St. Railway, has been completed, and comprises Hon. James H. Vahey, chosen by the Local, Mr. Pitt F. Drew, chosen by the Company, and Judge Malcolm Sturtevant as third, or presiding arbitrator.

G. E. B. Member William F. Welch in September, visited Parkersburg, W. Va. in the interest of Division No. 815, where shop men were petitioning for membership in the Local. He explained to the Local the laws of the Association governing membership and per his report of September 26, several had entered the Local.

G. E. B. Member James B. Lawson visited Macon, Ga. where he assisted Division No. 898, in the adjustment of a grievance that had arisen from the dismissal of a motorman who is charged with assaulting a colored passenger. He also reports that the subject of introduction of one-man cars is arousing protest of the public and the question is now in the hands of the Common Council. He was dispatched to Rome, Ga. upon a petition of certain of the employees of that system for assistance to organize. After an investigation of the situation he regarded that for those who are favorable to organization at the present time to attempt it would result in embarrassing them in their tenure in employment, and he was later dispatched to Chattanooga, Tenn., and while there made an investigation of wages and working conditions upon the city lines. The members of the Chattanooga Local No. 750 are employed upon the Scenic Railway System. He finds that the wage rates enjoyed by the members of Division 750 have an effect in sustaining wage rates above the average non-union rates upon the city lines where the employees are unorganized. Wage rates upon the city lines upon two-man cars, range from 42 cents per hour for first year service men, to 48 cents per hour to those of the 6th years of service. The rates are: 42 cents per hour for first year service men, 43 cents for the second year, 44 cents for the third year, 45 cents for the fourth year, 46 cents for the fifth year, 48 cents for the sixth year, and thereafter. This wage rate compares unfavorably, however, with the wage rates enjoyed by the members of Division No. 750, who received 50 cents per hour after the first year of service on passenger cars, and 58 cents per hour upon work and express cars. The rates upon this system are: 42 cents for first 2 months service men; 46 cents for the next 10 months service and 50 cents per hour thereafter upon passenger cars, and 58 cents per hour upon work and express cars. Upon the city lines overtime is paid at straight time. The members of Division 750 receive time and

one-half for overtime. Upon one-man cars, upon the city lines the rates are 4 cents per hour in addition to the rates for two-man cars. Board Member Lawson's last report is of date of September 27, and he states that there is considerable sentiment among the men upon the city lines to organize, as they recognize that their low rates of wages are due to their unorganized condition.

G. E. B. Member Alex McGuire attended and addressed a meeting of Division No. 907, Springfield, Ill. and assisted the Local upon a grievance case resulting from the dismissal of a member. At Danville he assisted Division No. 772 upon the adjustment of a charge of discrimination held by the Local against the company in which it was alleged that the management was discriminating against certain of the employees who were members of the organization. At Decatur he attended and addressed a meeting of Division No. 859 and advised with them upon wage agreement work. He assisted Division No. 752, Bloomington, in the adjustment of a wage misunderstanding and visited Peoria, Ill., where he advised with the officers of Division 416, upon the recent wage award, which caused considerable disappointment to the members, in that the award granted a reduction in wages, whereas, it was believed that a settlement could have been effected upon the old wage rates without arbitration. At E. St. Louis he assisted Division No. 805, in the settlement of a seniority dispute, and per his report of September 27 a dispute relative to a dismissal case had been submitted for arbitration and was pending the construction of an arbitration board.

STRIKES AND LOCKOUTS

Kewanee, Ill.—Division No. 484 is now able to report resumption of work. The Company has restored traffic upon the city and interurban lines after a cessation of operation which took place October 20, 1923, nearly one year ago. Of course, this situation was the result of no dispute between Division No. 484 and the employing property. It was a question between the municipality and the employing company. A condition of operation existed that it was held that the returns from patronage did not sustain the expense of operation and it developed into a question of rate of fare. Matters have been adjusted and the property is again active, which results in the restoration of our membership under old collective agreement relations.

Zanesville, Ohio.—Division No. 781, can report no settlement of the strike situation. There is current information that the property has changed hands and a new company is actively arranging to put the property in operation again. There is some encouragement that there will be an early settlement of the wage dispute.

We are all in debt. We all owe much to others.—Forbes Magazine (N. Y.)

WHY LABOR IS IN POLITICS

This may be regarded as a local issue. It is not. It contains a principle of interest in every industrial community.

Detroit Labor knows Jos. Martin as an enemy of organized labor. The labor movement of Detroit has the evidence, undisputable, that Jos. Martin is aligned with and is of the union hating element of Detroit.

Jos. Martin, who is a candidate for Mayor in Detroit, started while a young man in clerical positions, where he was out of touch with the general wage earning element, and with no particular incentive to study industrial conditions or the relations of wage earners to employing concerns and to society. His clerical work was with an auditing company. From his auditing experience field he entered politics and for years has held political positions, becoming commissioner of public works, an office to which he was appointed by the Mayor. It was while there that he attracted the attention of low wage employers, by cutting wage rates in the various departments of public works and doing it with considerable eclat, obtaining newspaper publicity. Along this line he was lowering the standard of wages in Detroit and he did it ruthlessly, without respect to the home life of the employes where those most distressed were wives and children. This was lauded by certain of the newspapers of Detroit as a wonderfully economic crusade in the interest of the taxpayers. Of course, it really amounted to but an infinitesimal saving, as can be recognized in the slashing of the wages of the few curb setters in Detroit.

Perhaps the most tragic of his movements, and which, for the time, caused the public to breath a remonstrance, was the cutting of the wages of garbage gatherers Fifty Cents per day, which was chronicled in the daily papers under illuminated headlines as another great saving to the taxpayers. The garbage workers were not receiving a wage that Mr. Martin himself would have exacted for that type of work. Of course, it, too, reached into the homes of the garbage workers—to their wives and children. But the merciless slaughter of wage rates was with no consideration of home life to the wage earners.

But why the remonstrance?

The garbage workers became incensed and those who were practiced in the employment and were giving appreciable service to the public, threw up their jobs in a body as a protest to the injustice imposed upon them by a wage cutting, labor belittling garbage workers' boss. The result was that back yards and back alleys of Detroit were seething with the fumes of fly-breeding, decaying garbage. It was characterized with little respect for the lives and health of infants, children and even grown people. It was a live illustration of the measure of respect that the wage slashing garbage boss had for the interest of the public in imposing upon the public this filthy, disease breeding period.

However, these standing examples seemed

to have mired in the enthused endeavor to encourage Martin's political ambitions to attain to higher wage slashing authority, and after charging the responsibility for these nauseating acts upon the retiring Mayor and offering the assurance to branches of the wage earners that they would be respected in their collective character, he was elected councilman without opposition from the labor movement, and elected at the head of the roster of councilmen in the vote gathering.

A newly elected Mayor became sick, unable to attend to his duties, and Martin became acting Mayor, where again he enjoyed the wage slashing authority, and where instances arose that were within his power to adjust in the way of relations of employes with managements and commissions. This was the test of his integrity.

One of the instances characterizing Mr. Martin was the situation that developed while he was acting mayor, involving the street railway men in their associate character.

Prior to his election as councilman it was the street railway men who had intervened a designed attack upon Martin by the Detroit Federation of Labor when he was a candidate for councilman. It was to the street car men that the assurance had been made that Martin would be fair to wage earners in their associated character.

The street car men of Detroit had asked for an increase in wages and two or three changes in the resolute agreement that existed between the employes in their associated character and the street railway commission. Immediately upon the ascendancy of Mr. Martin to acting mayor, the street railway commission repudiated the agreement and declared to the employes that they would no longer treat with them as an associated body. Naturally the matter was brought to the attention of the acting mayor, where a conference with him showed clearly to the committee and representatives of the employes that he was solidly associated with the street railway commission in a purpose to destroy their associated character. This in spite of the fact that the associated employes offered to submit the dispute, and even the right of their associated character to a board of arbitration, as provided by the City Charter. Mr. Martin sneered at the arbitration provision of the City Charter and gave the representatives to understand that their dealings with the commission as an associated body were at an end. It was thus, that he fulfilled the assurances that had been made to the street railway men that he would be fair to them and continue the policies of collective agreement that had prevailed under the retiring mayor.

There is glaring evidence of the endeavor of the street railway commission and acting mayor Martin that they designed to impose upon the public of Detroit a street railway strike. The Mayor and his commission believed that but few of the workers upon the cars would strike and they gave out that they were prepared for it.

One of the excuses that the acting mayor gave to the committee representing the employes was that they did not represent the employes. He claimed he had been told this and believed it. As a result the employes circulated a declaratory statement that was signed by 3,252 of them, authorizing the committee to deal for them and assuring the mayor and city commission that the committee did represent them. The acting mayor ignored this petition. Their endeavor was to provoke a suspension of work, whether they had in mind the promoting of the interests of the Detroit Bus Co., as well as the destruction of the associated character of the employes, or not. It would have proved effective as a stimula to the business of the bus company.

By the judicious reasoning and advice of International President W. D. Mahon to save the strike situation, the associated employes petitioned the Circuit Court of Wayne County for a mandamus order directing the street railway commission to observe the city charter providing for arbitration, and to recognize the repudiated agreement. The court issued the order.

But city charters and courts were of little consequence to the acting mayor when the object in view was the destroying of the right of collective functioning and agreement on the part of the street railway employes. The order of the court was ignored by appealing the decision to the Supreme Court of the State of Michigan.

What of a man's promise to be fair, and the repudiation of that promise by act and deed?

And all of these things are known to the public mentors of Detroit. And yet two of them are extolling Martin to the skies, in an endeavor to make the public believe that he is specially reliable and capable, unselfish and impartial, and that he favors municipal ownership, and is working for its success.

Mr. Martin, through his agencies, has declared to Detroit that an increase in the wage rates of the street car men would require an additional cent to the rate of fare. A more false and unverifiable statement could not have been made. The street railway men know this and anyone may know it with the facts before them as available to Mr. Martin and the street railway commission, and the newspapers of Detroit.

A statement issued by the street railway auditing department shows that there were taken in for the year ending June 30, 1924, as passenger revenue, \$21,831,201.14. It shows that wages for platform employes aggregated \$7,106,952.15. This shows that the increase of $7\frac{1}{2}$ cents per hour in wage of one year ago represents approximately less than one-fifth of the increase in fare that was made on the pretext that the increase in the wages to the platform men required an increase in the rate of fare.

It has been stated that an increase in wage rates to the platform men, to equal the Chicago wage rates, would require another one cent increase in the rate of fare. We have the figures before us that wholly contradict this.

The wage rate in Chicago is 75 cents per hour, which would be an increase of 5 cents per hour to the Detroit men, to place them upon that basis. This would equal \$507,639.44. The figures show that one cent of the fare would aggregate \$3,638,533.52. This represents that the wage increase would be less than 14% of one cent, or in other words, less than 1.4 mills.

It will be observed that the increase from 62 $\frac{1}{2}$ cents per hour to 75 cents per hour, which would place the Detroit street railway men nearly on a par with Chicago street railway men, would require approximately 3 $\frac{1}{2}$ mills, or approximately one-third of the one cent increase in fare made one year ago. It would be less than that.

The statement published, as issued by the Detroit Street Railway Commission, shows that the increase in fare one year ago aggregated \$3,638,533.52. Twice this amount aggregates \$7,277,067.04, showing that the total wages paid to platform men were \$170,000 less than twice the amount realized from the increase in fare. This shows that the increase in wage granted through arbitration one year ago, with its accompanying increase in the rate of fare, effected a condition in respect to receipts and expenditures as applying to platform men that would have resulted had the former fare been retained and the platform men cut to less than 27 cents per hour.

One cent of the wage rate amounts to \$101,527.89. The return from the increase in fare aggregated \$3,638,533.52, an amount equal to 35.8 cents per hour. This means that had the wage rates of motormen and conductors been increased in proportion to the increased fare, their rates per hour would have been increased 35.8 cents per hour, or to 98.3 cents per hour.

The actual figures show that should the wage rates be fixed upon the Chicago basis of 75 cents per hour, the men would be receiving 23.3 cents per hour less than the property is receiving from the increase in the fare that was made one year ago.

And still it is being proclaimed to the car riders and voters of Detroit that another increase in wages to the street railway men would require another increase in fare. It is an astounding and misleading statement. And yet two mentors of the City of Detroit are endeavoring to cause the public to believe that the candidate for mayor being supported by those two papers has saved the car riders from an increase in fare, and if elected will continue to protect the car riders from a further increase in wages and these statements are supported by a statement made by the Chairman of the Street Railway Commission, who is an enthusiastic advocate of the open shop and the election Jos. E. Martin as Mayor.

The Detroit political situation is not uncommon. It is of a nature, general. It leads into Federal politics, State and Provincial politics, as well as existing in City politics, and it makes it compulsory upon consumers and wage earners to deliberate and determine upon who shall constitute the administrative, legislative and judicial

forces of a Nation, State, Province, County or City. That is the reason the American Labor Movement is in politics. That is the reason Detroit's wage earning element is opposed to an unreliable and unfit mayor.

WORCESTER AND SPRINGFIELD, MASS., STREET RAILWAY WAGE AWARD

A Worcester newspaper report of the result of the wage rates arbitration involving the members of Divisions No. 22, Worcester and 448, Springfield, Mass., gives the outstanding features of the award as follows:

An increase in pay of 10 cents an hour retroactive to Jan. 1 granted.

Motormen and conductors to be paid for at least eight hours a day effective, June 28. Eight hours to be completed within 11 hours outside time, for regular men.

Company is permitted to make spread of not more than 14 hours for spare men, operating additional runs.

Award of back pay since Jan. 1 to be on basis of hours actually worked.

Back pay to be given each employe on or before Aug. 11.

Differential of the one-man car operators is left at 8 cents an hour.

Guarantee of eight hours' pay for the spare men instead of seven hours.

Request of line department men for Saturday half-holiday and of shop, barn, line and track department men for time and one-half on Sunday refused.

Operation of busses constituted a separate department with seniority separate from transportation department.

The award was a majority finding, the company's arbitrator dissenting. As taken from the newspaper clipping the Board said, in brief:

"A public utility is of great importance to communities served and to the people individually of these communities. It is self-evident that a public utility must have a monopoly of its business in the places which it serves. Otherwise inconvenience, poor service and great economic waste would follow.

"The decision of the City of Springfield to give its street railway a monopoly of the transportation business in Springfield is good judgment and in accord with the opinion of this board.

"While the law provides for public regulation of a street railway as a public utility, it does not control or supervise the settlement of wage and other disputes between the street railways and its employes, yet the great public benefit and necessity of street railways and the great social, commercial, industrial and economic waste caused by strikes, let alone attendant disorders and inconvenience, make it essential that all disputes between street railways and their employes as to wages, hours and working conditions be settled, if conferences fail by

arbitration. The law of supply and demand as a means of settling wage and other disputes between a street railway and its employes is a relic of the past and should not be considered in this period of social progress."

The report states that Chairman Parker found the proceedings a complete novelty, and continues: "While, perhaps, I was primarily chosen to settle a dispute between two, and to make a majority of three, yet I feel that at the same time I represent a third party, the public, and that the public composes not only those who ride in the cars but the community as a whole. As such public representative I desire to praise the companies and the men for their earnest efforts to bring about a just settlement in accordance with the rules of arbitration. The issues in controversy, affect not only more than 2000 employes and their families, the owners of the roads and the hundred of thousands of people in the communities themselves, but also by the precedent made by this award an unknown number of thousands of people elsewhere."

"The public is interested," the report continues, "because it wants to ride for a reasonable fare and the community as a whole is interested because good transportation is indispensable to the prosperity.

"Because a company is financially prosperous does not warrant a finding that the wages should be unreasonably high, nor can it be said that because the company is in a poor financial condition wages should be lower than a reasonable return or less than the welfare of the community requires. Neither should the rate of fare be so high that unwarranted dividends or wages be paid, not so low that the dividends or wages are not fair and reasonable. To so rule would be injustice and most unsound economics. Capital and labor are entitled to receive what is just, the public to ride at a fair price and the community to have efficient service.

"If the time should come when the railways cannot pay reasonable wages and dividends from the revenue of a reasonable fare rate, then perhaps, like any other business which does not pay they must cease to operate. But this board is of the opinion that the public interest in and necessity for the operation of the roads is so great that before operation ceases, there must be a conference of all parties in interest, with the power to determine fares, wages, working conditions, service and dividends. This board has by these agreements for arbitration no such powers.

"Evidence of the financial condition of the roads affected by this award was carefully considered by the board, and while wages must affect the finances of any company, yet the board does not think that its award will beyond reasonable doubt cause serious financial embarrassment to the companies, except in the case of the Milford, Attleboro & Woonsocket company. In con-

sidering that case a conference was held and by agreement between the men and the company an award was made of a wage rate less than this board would otherwise think fair and just, and with the understanding that the road continues in operation during the life of this award.

"A one-man differential in Worcester and Springfield was cut from 13 to 8 cents in 1922. Admitting the difficulty through lack of actual platform experience to determine the correct difference between work on two and one-man cars, the board found there is a difference, that employees do not care for this work by itself and that there is only one employe with responsibility on the car instead of two. Therefore, the protection of the public, both those who ride and those who do not, and good service seems to require a differential large enough to attract the older and more experienced men in the service of the company."

Fixes Minimum Wage

"This board rules that the wage increase hereinafter granted shall be applied, whether to the individual wage of each man as of date determined by this award or to any so-called equalization rate that may hereinafter be determined for any man, and that during the life of this award the lowest rate thus arrived at in each class of work shall be the minimum wage for that class.

"The operation of motor busses by a street railway appears to create a separate department, the importance of which will greatly increase, particularly if the street railway has a monopoly of transportation business in the communities served. The operation of the busses differs in many ways from the operation of a trolley or express car and is carried on under very different conditions. It is essential therefore that the operators shall constitute a separate department with seniority among themselves, provided, however, that qualified motormen or conductors be appointed as bus operators whenever vacancies occur.

"The spread of hours upon a street railway could be approximately the same as in any other business were it not for the service demands of the morning and afternoon peaks and the other exigencies of the business."

In considering the so-called bonus—the board found that it is only fair and just that work required shall be paid for and that time paid for shall be worked and that there shall never be two payments to one man for the same work. It holds that work done after the completion of a day should always receive compensation in addition to the regular wage.

Schedules presented were carefully studied. The Worcester schedule showed that the Worcester Consolidated could operate an eight hour day on a 12 hour spread at a saving to the company of approximately nine per cent of the total wage, provided of course that the hourly rate was the same as at present. Whether the schedules submit-

ted for Springfield of eight in 11 and eight in 12 hours could save the company money was the cause of much argument.

Disbursements from the Death, Disability and Old Age Benefit Fund during the month of July, 1924, were made to beneficiaries on claims as follows:

Death Benefits

Phillipine Bruening, beneficiary, death claim of John Bruening, deceased, late member of Div. No. 819, Newark, N. J.; cause, Asthma and Pulmonary Oedema.....	\$100.00
Mrs. Kate Coyne, beneficiary, death claim of Michael Coyne, deceased, late member of Div. No. 819, Newark, N. J.; cause, Cancer of Bladder and Prostate.....	100.00
Ether M. Winters, beneficiary, claim of Francis Joseph Winters, deceased, late member of Div. No. 618, Providence, R. I.; cause, Lobar Pneumonia.....	600.00
Bridget McDermott, beneficiary, death claim of Peter McDermott, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Organic Heart Disease.....	800.00
Rose Glockner, beneficiary, death claim of Henry Glockner, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Acute Appendicitis and Acute Myocarditis.....	800.00
John J. Hart, financial secretary of Div. No. 620, for beneficiary, death claim of Frank H. Bellows, deceased, late member of Div. No. 620, Framingham, Mass.; cause, Pernicious Anaemia.....	800.00
Mrs. Bridie Lucile Boles, executrix of will of deceased, for beneficiary, death claim of E. C. Arnold, deceased, late member of Div. No. 725, Birmingham, Ala.; cause, Endocarditis.....	500.00
Catherine F. Velsor, executrix of will of deceased, for beneficiary, death claim of Harry C. Velsor, deceased, late member of Div. No. 821, Jersey City, N. J.; cause, Jaundice and Dropsy.....	500.00
Mary Connell, beneficiary, death claim of Thomas J. Connell, deceased, late member of Div. No. 821, Jersey City, N. J.; cause, Pulmonary Tuberculosis.....	250.00
Mrs. Marie Laporte, beneficiary, death claim of John Laporte, deceased, late member of Div. No. 194, New Orleans, La.; cause, Cholelithiasis drainage.....	800.00
Mrs. Mollie Pascal, beneficiary, death claim of David Pascal, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Myocarditis.....	250.00
Mrs. Inga Binesen, beneficiary, death claim of Christ Binesen, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Septic Meningitis.....	800.00
Patrick Corcoran, financial secretary of Div. No. 238, for beneficiary, death claim of Melbourne Noyes, deceased, late member of Div. No. 238, Lynn, Mass.; cause, Apoplexy.....	800.00
P. J. McGrath, financial secretary and treasurer of Div. No. 85, for beneficiary, death claim of Joseph Hunter, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, Lobar Pneumonia.....	800.00
Mrs. Victoria Livingstone, beneficiary, death claim of William Livingstone, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, Starvation due to Carcinoma of Stomach.....	800.00
Julia McCarthy, beneficiary, death claim of John McCarthy, deceased, late member of Div. No. 697, Toledo, Ohio; cause, Myocarditis.....	800.00
Mrs. Gussie Rener, beneficiary, death claim of William Rener, deceased, late member of Div. No. 824, New Brunswick, N. J.; cause, Shock following Traumatic amputation of right lower portion of thigh and compound fracture of left from accident when two trolley cars crashed head-on.....	500.00
Mrs. Margaret W. Saucier, beneficiary, death claim of Wadley Saucier, deceased, late member of Div. No. 194, New Orleans, La.; cause, Intestinal Obstruction.....	150.00
Francis R. Everin, financial secretary of Div. No. 425, for beneficiary, death claim of Joseph Smith, deceased, late member of Div. No. 425, Hartford, Conn.; cause, Lobar Pneumonia.....	800.00

Mrs. Lucile Oberst, beneficiary, death claim of William C. Oberst, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Internal Hemorrhage due to gun-shot wounds—shot by two men.....	800.00
Mrs. Arthur J. Way, beneficiary, death claim of Arthur J. Way, deceased, late member of Div. No. 269, Danbury, Conn.; cause, Cerebral Hemorrhage.....	800.00
Addie Brown Caudle, beneficiary, death claim of Emanuel Caudle, deceased, late member of Div. No. 282, Rochester, N. Y.; cause, Carcinoma of Stomach.....	800.00
Mrs. Marie Holan, beneficiary, death claim of Frank J. Holan, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Cerebral Hemorrhage.....	350.00
Wm. S. McClenathan, secretary-treasurer of Div. No. 308, for beneficiary, death claim of Al. Trytt, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Generalized Streptococcus Septicemia (blood poisoning).....	350.00
Mary Traynor, beneficiary, death claim of Joseph A. McCormick, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Myocarditis.....	800.00
Wm. S. McClenathan, secretary-treasurer of Div. No. 308, for beneficiaries, death claim of R. C. Jameson, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Apoplexy.....	800.00
Mrs. Mary E. Ruley, beneficiary, death claim of J. P. Ruley, deceased, late member of Div. No. 98, Akron, Ohio; cause, Organic Heart Disease.....	400.00
Mrs. Clara D. Larson, beneficiary, death claim of Eddie J. Laselle, deceased, late member of Div. No. 26, Detroit, Mich.; cause, Acute Purulent lepto-meningitis—sub-acute mastoiditis.....	400.00
O. E. White, financial secretary and treasurer of Div. No. 416, for beneficiary, death claim of Will A. Davis, deceased, late member of Div. No. 416, Peoria, Ill.; cause, Pneumonia.....	700.00
Anna Gisbert, beneficiary, death claim of Frank Gisbert, deceased, late member of Div. No. 819, Newark, N. J.; cause, Pulmonary Tuberculosis.....	400.00
Mrs. Eliza Pierce, beneficiary, death claim of Gardner Pierce, deceased, late member of Div. No. 26, Detroit, Mich.; cause, Cerebral Softening.....	800.00
Mrs. Hallia Pettit, beneficiary, death claim of A. J. Pettit, deceased, late member of Div. No. 380, Elyria, Ohio; cause, Carcinoma of the Intestines.....	700.00
Mrs. Anna Burns, beneficiary, death claim of Dennis Burns, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Carcinoma of the Stomach.....	800.00
J. D. King, administrator of estate of deceased, for beneficiaries, death claim of B. F. Ironmonger, deceased, late member of Div. No. 662, Pueblo, Colo.; cause, Alcoholism.....	700.00
Lepha E. McNeely, beneficiary, death claim of Samuel D. McNeely, deceased, late member of Div. No. 587, Seattle, Wash.; cause, Myocarditis and Endocarditis with Bright's and Hypertension.....	250.00
The Canada Permanent Trust Company, executors of will of deceased for beneficiaries, death claim of D. Stevenson, deceased, late member of Div. No. 113, Toronto, Ont.; cause, Lobar Pneumonia.....	800.00
Nellie Bishop Pierce, beneficiary, death claim of John M. Pierce, deceased, late member of Div. No. 240, Chelsea, Mass.; cause, Cardio-Renal Disease.....	800.00
Mrs. Zoel Cusson, beneficiary, death claim of Zoel Cusson, deceased, late member of Div. No. 790, Montreal, Quebec; cause, Cancer of the left leg.....	600.00
Ella May Roraback, beneficiary, death claim of Wm. A. Roraback, deceased, late member of Div. No. 506, Rensselaer, N. Y.; cause, Cerebral Embolism.....	200.00
Mrs. Annie Pagan, beneficiary, death claim of John J. Pagan, deceased, late member of Div. No. 592, Fredonia, N. Y.; cause, Arterio Sclerosis.....	800.00
Mrs. Cornelia Butler, beneficiary, death claim of Jeff Butler, deceased, late member of Div. No. 194, New Orleans, La.; cause, Carcinoma of Esophagus.....	50.00
Earl M. Kouns, financial secretary of Div. No. 662, for beneficiary, death claim of John F. Reid, deceased, late member of Div. No. 662, Pueblo, Colo.; cause, Endocarditis.....	500.00
George E. Adams, financial secretary and treasurer of Div. No. 215, for beneficiary, death claim of Anthony H. Klusmeyer, deceased, late member of Div. No. 215, Wheaton, Ill.; cause, Carcinoma of Esophagus.....	700.00
Mrs. Lillian J. Hawdon, beneficiary, death claim of John Hawdon, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Lobar Pneumonia.....	100.00
Mrs. Annie Fleming, beneficiary, death claim of Patrick Fleming, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Acute Cardiac Dilatation.....	800.00
Edward F. Spaulding, executor of will of deceased for beneficiary, death claim of French O. J. Tarbox, deceased, late member of Div. No. 589, Boston, Mass.; cause, Acute Appendicitis and Pneumonia.....	800.00
Virginia DeCicco, beneficiary, death claim of Lawrence De Cicco, deceased, late member of Div. No. 589, Boston, Mass.; cause, Abscess of Lung.....	500.00
Elizabeth A. Coughlin, beneficiary, death claim of William J. Coughlin, deceased, late member of Div. No. 589, Boston, Mass.; cause, Peritonitis Carcinoma.....	800.00
Mrs. Mary Hamilton, beneficiary, death claim of L. R. Hamilton, deceased, late member of Div. No. 689, Washington, D. C.; cause, Double Lobar Pneumonia.....	800.00
Mrs. Mary E. DeTemple, beneficiary, death claim of Frank De Temple, deceased, late member of Div. No. 103, Wheeling, West Va.; cause, Organic Heart, Mitral Regurgitation and ruptured compensation.....	800.00
Mrs. Sylvester Kiger, beneficiary, death claim of Sylvester Kiger, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Chronic Interstitial Nephritis.....	100.00
Mrs. Lucille Bruhn, beneficiary, death claim of Charles Bruhn, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Accident—injuries sustained from being hit by an automobile truck, being crushed between Surface Line street car and truck.....	100.00
Edwin S. Ringberg, financial secretary and treasurer of Div. No. 900, for beneficiary, death claim of Charles A. Baker, deceased, late member of Div. No. 900, Highwood, Ill.; cause, Pulmonary Tuberculosis.....	250.00
Edwin S. Ringberg, financial secretary and treasurer of Div. No. 900, to apply on funeral expenses, death claim of Frank Anderson, deceased, late member of Div. No. 900, Highwood, Ill.; cause, Myocarditis and Arterio Sclerosis.....	50.00
Wm. S. McClenathan, secretary-treasurer of Div. No. 308, for beneficiary, death claim of William Maher, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Organic Heart Disease.....	600.00
Mrs. Jennie Bright, beneficiary, death claim of John W. Bright, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Ascending Cholangitis.....	275.00
Wm. S. McClenathan, secretary-treasurer of Div. No. 308, for beneficiaries, death claim of Otto Madson, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Chronic Interstitial Nephritis.....	800.00
Peter J. Rooney, financial secretary of Div. No. 22, for administrator of estate of deceased, for beneficiary, death claim of Herbert B. Stoddard, deceased, late member of Div. No. 22, Worcester, Mass.; cause, Acute Dilatation of Heart.....	800.00
Mrs. Louise Matter, beneficiary, death claim of Theodore Matter, deceased, late member of Div. No. 241, Chicago, Ill.; cause, injuries sustained from being crushed between street cars, accident.....	400.00
Mrs. Florence Perkowski, beneficiary, death claim of Peter Perkowski, deceased, late member of Div. No. 241, Chicago, Ill.; cause, General Paralysis of the Insane.....	800.00
Mrs. Mary McLaughlin, beneficiary, death claim of John E. McLaughlin, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Gunshot wound inflicted by some unknown person while he was operating car.....	600.00
Gertrude E. Buckley, beneficiary, death claim of Daniel Henry Buckley, deceased, late member of Div. No. 589, Boston, Mass.; cause, Cerebro-Spinal Meningitis.....	800.00

Sadie Brown, executrix of will of deceased, for beneficiaries, death claim of Beverly Brown, deceased, late member of Div. No. 589, Boston, Mass.; cause, Chronic Nephritis...	800.00
Mrs. Mary A. Connor, beneficiary, death claim of John J. Connor, deceased, late member of Div. No. 589, Boston, Mass.; cause, Locomotor Ataxia	800.00
Mrs. Hormidas J. Landry, beneficiary, death claim of Hormidas Joseph Landry, deceased, late member of Div. No. 790, Montreal, Quebec; cause, Hematemise	250.00
Mrs. Senie Hall, beneficiary, death claim of Sam Bailey, deceased, late member of Div. No. 125, Belleville, Ill.; cause, Heat Exhaustion and Acute Nephritis	100.00
Mrs. Frances Gauger, beneficiary, death claim of Paul Gauger, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Cancer of the Stomach	800.00
Mrs. Sarah J. Hutcheson, beneficiary, death claim of Samuel Hutcheson, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Gangrene in right leg	800.00
Mrs. Nellie Moloney, beneficiary, death claim of John Moloney, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Carcinoma of Stomach	700.00
Mrs. Elizabeth Laundry, beneficiary, death claim of John Laundry, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, Apoplexy	800.00
Rosa Giladord Gaylord, beneficiary, death claim of Giles Albert Gaylord, deceased, late member of Div. No. 481, Port Chester, N. Y.; cause, Lobar Pneumonia	800.00
Eva. R. Fischer, beneficiary, death claim of George Fischer, (Fisher), deceased, late member of Div. No. 623, Buffalo, N. Y.; cause, Cerebral Hemorrhage (Apoplexy)	800.00
Mrs. Jeremie Audet, beneficiary, death claim of Jeremie Audet, deceased, late member of Div. No. 790, Montreal, Quebec; cause, Brain Hemorrhage	100.00
Mary Heffron O'Dea, beneficiary, death claim of John F. O'Dea, deceased, late member of Div. No. 282, Rochester, N. Y.; cause, Diabetes Mellitus—coma stage	800.00
Mrs. O. L. Woolsey, beneficiary, death claim of O. L. Woolsey, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Pneumonia	450.00
Mrs. Oliver Kirkland, beneficiary, death claim of John W. Forker, deceased, late member of Div. No. 540, Trenton, N. J.; cause, Chronic Endocarditis	800.00
Millie Trotter, beneficiary, death claim of C. E. Trotter, deceased, late member of Div. No. 441, Des Moines, Iowa; cause, Diabetic Coma	800.00
Tiburer Genereux, beneficiary, death claim of E. J. Alphonse Genereux, deceased, late member of Div. No. 174, Fall River, Mass.; cause, Pulmonary Tuberculosis and Asthma	800.00
Mrs. Alfred Morin, beneficiary, death claim of Alfred Morin, deceased, late member of Div. No. 790, Montreal, Quebec; cause, Heart Disease	600.00
William Taber, financial secretary-treasurer of Div. No. 241, for beneficiaries, death claim of Frank McDonald, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Pulmonary Tuberculosis	400.00
Mrs. Pearl Erbakorn, beneficiary, death claim of Emory H. Erbakorn, deceased, late member of Div. No. 26, Detroit, Mich.; cause, Cerebral Hemorrhage	800.00
Henry N. Fahl, executor of will of deceased for beneficiaries, death claim of John F. Huggins, deceased, late member of Div. No. 192, Oakland, Calif.; cause, Cerebral Hemorrhage	800.00
Mrs. Minnie W. Hammerlee, beneficiary, death claim of William Hammerlee, deceased, late member of Div. No. 459, Bridgeport, Conn.; cause, Chronic Hypertensive Nephritis	800.00
Mrs. Charles O'Neil, beneficiary, death claim of Michael Ward, deceased, late member of Div. No. 576, Schenectady, N. Y.; cause, Accidental Drowning	800.00
Mrs. E. E. Felix, beneficiary, death claim of Earl Felix, deceased, late member of Div. No. 421, Mt. Carmel, Pa.; cause, Diffuse Peritonitis	700.00
Mrs. Rose Rolfsen, beneficiary, death claim of F. (Frank) Rolfsen, deceased, late mem-	

ber of Div. No. 627, Cincinnati, Ohio; cause, Lobar Pneumonia and Pleurisy	800.00
Mrs. Nannie Kennedy, beneficiary, death claim of John H. Kennedy, deceased, late member of Div. No. 627, Cincinnati, Ohio; cause, Pulmonary Tuberculosis	150.00
Disability Benefits	
R. L. Hess, member of Div. No. 497, Pittsburgh, Kansas; cause, was injured while working on a local freight car; injury to left knee caused while car was in motion by some hoisting machinery rolling pinning him against side of car	800.00
Merton A. Pitts, member of Div. No. 235, Brockton, Mass.; cause, Slipped on rail covered with snow causing a bad fall and injury to shoulder causing straining and partial tearing of ligaments and muscles of joint	800.00
Old Age Benefits	
Patrick J. Buckley, member of Div. No. 246, Salem, Mass.	\$800.00
Frank Curtis, member of Div. No. 26, Detroit, Mich.	800.00
Edwin Sanborn Sargent, member of Div. No. 240, Chelsea, Mass.	800.00
William Albert Forsythe, member of Div. No. 26, Detroit, Mich.	800.00
John H. Sullivan, member of Div. No. 308, Chicago, Ill.	800.00
Isaac John French, member of Div. No. 85, Pittsburgh, Pa.	800.00
G. W. Sievers, member of Div. No. 194, New Orleans, La.	800.00
Charles E. Myers, member of Div. No. 241, Chicago, Ill.	800.00
John C. Dooley, member of Div. No. 241, Chicago, Ill.	800.00
James C. Dicken, member of Div. No. 241, Chicago, Ill.	800.00
Charles S. Skinkle, Member at Large, Detroit, Mich.	800.00
Total	\$62,075.00

IN MEMORIAM

By Div. No. 894, Lincoln, Ill.

Whereas, The Father of all the living, has called to His nearer presence, our president and late fellow-worker, Brother Frank J. Savage, leaving only the pleasant memories of comradeship to cheer us as we turn from the sadness of parting and go forward to our earthly duties, always remembering that just beyond us—nearer, perhaps, than we think, are the invisible lines of that great majority of departed ones who wait to welcome us to a brighter country where sorrow and pain can never come;

Resolved, That in his passing, we lose an active and valued member who will be greatly missed;

Resolved, That we extend to the bereaved family, our deepest sympathy; that our charter be draped for a period of thirty days; that a copy of these resolutions be sent to the family of our late brother; a copy be placed on our records and a copy be sent to the MOTORMAN AND CONDUCTOR for publication.

CHARLES D. BAKER, Sec.
 RICHARD J. SENGOTTA,
 RUSSELL SMITH,
 HARRY RUSSELL,
 MARK LYONS,
 CECIL HARMON
 PETE AHRENS, Committee.

By Div. No. 192, Oakland, Cal.

Whereas, Almighty God, in his infinite wisdom; has seen fit to remove from our midst, our beloved brother, R. B. Brooke, in whose death we have lost a faithful member, his wife a loving companion, and while we know that words cannot alleviate the grief of his loved one, we feel that it will be a consolation to know that faithful friends and brothers extend their deepest sympathies; therefore, be it

Resolved, That Division 192, in regular meeting assembled; extend to the bereaved wife, the most heartfelt sympathy in this; her hour of sorrow; and, be it further

Resolved, That the charter of this Division be draped for a period of thirty days, as a token of respect for our departed brother; that a copy of this resolution be sent to the wife of the departed brother, also that it be spread on the minutes of this meeting and a copy sent to the MOTORMAN & CONDUCTOR.

GEO. DURAND,
 A. W. ROBERTCHT,
 D. A. McCOMB,
 Committee.

Sept. 3.

Edited By Division Local Correspondents

COMPETITION PERMITTED

St. Louis, Mo.—Labor Day, September 1, the members of Division 788 all wore badges in honor of the great cause represented by that day and to which we are all devoted. This town was very quiet, as no parade took place. Several picnics were held in and around the town, and they were all well attended and enjoyed.

Well, our company has received another set back by the Public Service Commission issuing permits to the Peoples Bus Company to operate busses over various routes in a degree in competition with the street cars. It is bad for our business. In a way, it is bad for the public. This competition means high rates of fare. It is regrettable that the public cannot sense this, from the fact that it has been too long since competition existed between street railway companies. This is a big town and street railway service is necessary to its various industries, and mercantile establishments. It would seem as though the business element, as well as the public at large should understand what this competition means.

At our meeting of August 11, we had with us President R. T. Woods of the State Federation of Labor. He gave us a good talk and insisted on every union man supporting LaFollette and Wheeler, candidates for president and vice-president upon the Progressive Ticket. His talk was highly appreciated and I believe that the Progressive Ticket is going to get a big vote in Missouri. Certainly labor should stick together and demonstrate its strength and this is the opportunity. We are hopeful that we will place Missouri in the progressive element. If we do not, it will be an illustration of labor not uniting in a common purpose.

I am pleased to report that our picnic, held in August, at the Highlands, was both a social and financial success, as it turned into our treasury more than \$1,600.

Brother H. J. Maft recently had some more of that one-man car experience on the Barracks Line August 2. His trolley left the wire, and as he went to put it on, he was ordered by two men to hold up his hands, and as he was slow to obey, one of them rapped him on the head with the butt end of a gun. They then took all of his money after which he was told to run. He started, but was evidently going too slow to suit them, and he received another welt on the head. It was some experience.

Brother E. O. Hahn is now at home, but in very bad shape. So is Brother Tom McCoy.

Brother Martin Loftis, off some weeks from sickness, is again on the job, as is Brother Geo. Bower.

Brother J. J. Siemer is again at work after recovering from Scarlet Fever.

Brother James Howe, who underwent an operation, is again at work.

—COR. 788.

AWAITING ARBITRATION AWARD

Boston, Mass.—Division No. 589 is now awaiting the award of arbitration to know what the wage rates will be for the Boston Electric Railway Men for another year. Our arbitrator is Hon. James H. Vahey. We believe we will get a fair award.

The last Monday of August the oldest daughter of Brother Thomas Ahearn, won first prize in a beauty contest at the Ocean Beach where she was spending her vacation. She received a beautiful loving cup. It is something for a street car man to be the father of a young lady who can win a beauty contest prize, as we all know that such winners are not only the leaders in being beautiful from facial and physical appearance, but also deportment and brilliancy of intellect enter into such contests. We congratulate Brother Ahearn and his daughter.

Division No. 589 can report progress. We believe that the evidence in our wage scale, which is pending the award by the arbitrators was well presented and is of a nature that warrants a reasonable increase in wages. We may not get what we anticipated, but we understand that organization is the means by which we have something to say as to our wage rates shall be. Without organiza-

tion we wouldn't be even getting the rate we are now enjoying, which is 70 cents per hour for surface car men, and 72 cents per hour upon the Elevated Lines, for motormen, and 70 cents per hour for Rapid Transit Guards, and we receive 8 cents per hour additional for one-man cars. Overtime work is paid at the rate of time and one-half.

—589.

BUFFALO YET ON THE FIRING LINE

Buffalo, N. Y.—The members of Division 623 have been on strike or locked out over 26 months. The same loyal spirit is displayed by our members now as when they went on strike July 1, 1922.

At our regular meeting held September 5, there was a good attendance. It was a united expression that we want the world to know that the lockout in Buffalo is still on. So far as our members are concerned it will never be called off until the so-called Mittenism is out of Buffalo. The Railway Company would welcome the declaring of the boycott at an end by our Association. For sometime past they have been sending out their emissaries and spies to spread the propaganda that the lockout has been declared at an end. The trade unionists, their relatives and friends, and the public in general, are aware that as long as the cars are being operated by strikebreakers, there will be no peace, and safe and sane operation of the street railway will not come to Buffalo until Division 623 is properly recognized and the right of the members to organize is granted by their being placed back on their jobs with the full right of membership and collective agreement relations.

The street railway company reports show that the property is being operated at a loss. How truthful these reports are may be problematical. It is understood that the company wants an increase in fare so that the public will be compelled to pay the losses the company has undergone by fighting organized labor. We do not believe that the expense of their fight should be borne by the public and we believe that the public recognizes the imposition of the company upon the public in instituting the lockout. The company will not fool the public. Let us be hopeful that the authority that has it in its power to grant these increased fares will understand the true purpose of the employing property.

V. T. Cox.

GOING ALONG VERY GOOD

Holyoke, Mass.—Things are going along very good at the present time with Division 537. Some of the brothers, who fail to come to the meetings do a lot of crabbing outside. They should come to the meetings to do that. There is a place to fix up complaints. It would be a lot better to wake up and think this over.

Our Winter running board will be bid in about October 10. The Mountain closes about October 10. The runs will be about the same as last Winter.

I am pleased to report that at the present time we have no brothers on the sick list.

Brother Michael Shea is still on the police force but will be back with us soon.

Brother Jerry Sullivan, our popular conductor, who ran for representative, was a bit short of votes. We will have him try again. Stick, Jerry, old boy.

Brother Ely still has a coupe full of chickens. Watch out when you go down the river.

The company has a car running as a limited express between Northampton and Springfield for a tryout.

The son of President Clayton W. Haskell was married at Ayre, September 6. We wish the newly wedded couple the best of luck.

Brothers Jerry Sullivan and Ed. Doucette of the Mountain cars recently took a trip to Canada to see the sights.

Take notice brothers of Division 537, that the meeting nights are the second and fourth Thursdays of each month. Come to the meetings so we can see you.

—START THINKING.

DO THEY REMEMBER

Meriden, Conn.—Division No. 163 had a bid in for runs September 1. All of the Southington cars start out of Meriden Barn and it means that all of the Southington men will have to room in Meriden, or use an auto to get to their work. A change in runs will cost some of our boys some \$15 a week. We have some who work 25 hours a day. Of course they bring their lunch with them.

Brothers Sam Hamlin and Hawkins recently spent two weeks vacation in Canada.

We had five day men in attendance at our recent 7 P. M. meeting, but the night boys put it over for us. I wonder if the old men remember when we were getting 18 cents per hour. Please get wise, you old bucks, before it is too late. Again, these seem to be some of the night men who fear to come to the meetings.

One of our unfair lunch rooms here is giving out to the boys that they have three of our ex-presidents coming there to eat every day. We are pleased that they are ex-presidents, if the report is true.

Boys, keep your eyes open as we have a strife with the Southington men for the title. I fear the Southington men may beat us.

Well, boys, let's get on the job. We have a good superintendent who does not get out at 12 P. M. looking to get something on the boys as some superintendents in this State do. Let's let it be known that such a course on his part is unnecessary and that his confidence is not betrayed.

Brother "Pop" Trask is on the railroad crossing. Good luck to "Pop."

We lose time on some of the lines when the hand picked crews work. Ask Ted, he knows.

Brother Lange has left the Wallingford Line and taken a run on the Archer. He doesn't need a watch there.

Brothers, please pass in your news that you want published in this column, on or before the 8th of the month. Don't be afraid as I will not tell where I get it.

Brother Lane, in the hospital for five weeks, is coming along good. Give him a call occasionally.

Let your correspondent meet every one of you at the next meeting.

—SKIPPER.

BUSINESS DULL

Auburn, Me.—Business remains very dull here.

It is rumored that there will be a six round bout between Starter Ben Welch and Brother Percy Allen. Brother Allen allows that this will be the end of Starter Welch.

Brother Ed. Kennison is looking after his money this year. He takes the electric power plug out when he leaves the house and takes an hour off in the evening before it gets dark to replace it. He is figuring on whether he saves enough electricity to pay for the hour he loses from his pay check.

State Fair week in this city gave us a busy time.

Starter Welch is wondering why a one-man car keeps running after the power is shut off.

Brothers L. and E. Potter and F. Foster were recently observed rescuing an auto from a ditch.

Brother E. Potter, who recently had his teeth extracted, is sustaining on soup and hash, a disagreeable circumstance while he was attending the State Fair.

It was amusing to see Brother Parent on a merry-go-round enjoying himself the other evening. He was imitating a cowboy.

Mrs. Brule, wife of Starter Ralph Brule, is in the hospital, and we wish her a speedy recovery.

September 9th, Chef Kennison gave another outing at Andy's Harbor. One of the features was an exhibition of high diving by Brother Langevin.

Brother Davis is again suffering from a crick in his back, as a result of the chorus girls leaving the Lake.

Brother Geo. Sullivan was observed inspecting the fat lady at the Fair.

Now that Winter is approaching, the officials of 721 would be pleased to have a little better attendance at the meetings.

—Cor.

PURCHASE SANDUSKY POWER PROPERTY

Mansfield, Ohio.—The last Wednesday in August saw another of Local 389's poorly attended meetings. It seems that something will have to happen to awaken the members of the old Mansfield Local.

It is not understandable why our members cannot see that it would be an inspiration to our movement

to have well attended meetings. We are certainly interested in our employment. It is the source from which we obtain our livelihood. Of course it is fine to move along in a very even satisfaction. Yet even then there are things that can be discussed to our advantage, both for the present and the future. Let's all get out to these meetings, boys, and make our Winter meetings of such interest that they will be pleasurable and profitable, not only to ourselves, but to the community we convenience in transportation, and the public in general. It is where we can think up and discuss things that will be of general interest, if we haven't anything of special interest to ourselves to deal with. Let's get together.

Our company has purchased a large power company property in Sandusky, Ohio. Mr. Cogill, our Superintendent, has gone over to Sandusky to take charge of the power plant. Mr. Goodenough, our former Barn Superintendent fills the vacancy occasioned by the transferring of Mr. Cogill to Sandusky. We are all pleased with Mr. Goodenough. We feel that it is better to have a friend to deal with than a stranger who might be friend or foe.

Luck seemed to be with one of our new men recently. His trolley came off on the Main St. Hill and his car coasted at a rapid rate through the main thoroughfare some four blocks, tearing down a full strand of trolley wire and an electric overhead switch connection. Luckily, no-one was injured. We are mightily pleased that no one was injured, as it relieved the situation of possible complaint of the one-man car operation.

—389.

DETROIT DIGEST

Division No. 26, M. O. Branch, held a regular meeting the evening of Saturday September 27. The meeting was fairly well attended. Attending the meeting was Attorney Charles Bowles, Detroit's candidate for Mayor. Mr. Bowles was a former member of Division No. 26, and he is making a formidable contestant in the race for Mayor. He appears to be outdistancing Jos. W. Martin, but is running on a so-called sticker campaign. He was a candidate for the nomination and came within less than 2,000 votes of the nomination, the vote standing approximately 85,000 for John W. Smith, 72,000 for Jos. Martin, and a little more than 70,000 for Mr. Bowles. Mr. Bowles came into the race late, and after the street car men had determined upon the candidate who would receive their support. Mr. Bowles explained that he understands the position of the street carmen, but in his address stated to the members that in the event of his election they would receive just consideration. At the time of the selection made by the street car men as to their choice of candidates for Mayor, they were not aware that Mr. Bowles was to be a candidate and there is little question that Mr. Smith largely attained his prominence as the leading candidate through the support of the street carmen, who, of course, stand committed to the particular candidate for whose nomination they reasonably feel responsible. Street carmen do not double cross people. The double crossing program is what has led the voters of Detroit to know and express their disapproval of Martin.

There is a certain newspaper in Detroit that has endeavored to pillorize the street car men by charging them with being opposed to municipal ownership. It is unnecessary for the street car men to brand this charge as absolutely false.

One of the malicious charges against the street car men, and which is designed to deceive the public, is that an increase in wages to street car men would require an increased fare and that the increase in wage obtained a year ago in Detroit was the cause of the increase in fare that took place at that time. The arbitration board that fixed the wages one year ago, fixed rates of \$4.96 per day for first six months service men, \$5.28 per day for the second six months service, and \$5.60 per day for those of more than one year of service. This rate, based on the 8-hour day is 62 cents per hour for first 6 months service men, 66 cents per hour for the second six months service men, and 70 cents per hour thereafter, with 5 cents per hour additional for overtime work and hourly rates upon one-man cars of 67 cents per hour for first 6 months service men, 71 cents per hour for the next 6 months service men, and 75 cents per hour thereafter. Upon this rate being granted the street railway commission went before the public and stated that the increase required an increase of one cent on the rate of fare, providing 6 cents cash fares, with 9 tickets for 50

cents, or ticket fares at the rate of 5 5-9 cents, with a penny added to those rates for transfer. The increase resulting from this increased rate of fare, had it been applied to platform men who are charged with forcing the increase in the rate of fare accrued to sufficient to have granted the platform men 98 1/2 cents per hour. It will be seen that to increase the present wage rates in Detroit to equal the Chicago rates of 75 cents per hour, there would yet remain of this increase in the rate of fare an accumulation equal to 23 1/2 cents per hour that would be a profit to the street railway property in excess of what the receipts would have been, had the old rate of 62 1/2 cents per hour maintained at the 5 cents fare. It does not seem possible that a man capable of being editor of a daily newspaper and responsible for the published statements of such paper could be without a knowledge of the facts, and if this is true the statement that an increase in wages to street railway men would require an added increase in the rate of fare, is purely malicious and made not for the purpose of keeping the street railway men from obtaining an increase in wages, or for the purpose of making municipal ownership profitable, but solely for the purpose of electing a union smashing candidate for Mayor regardless of his integrity, fitness and ability for the position. There is not a platform man working on the property that is interested in the interest of the associate character of the employees and interested in the interest of maintaining that associated character, who is not devoted to municipal ownership and its success. We are also intensely interested in seeing elected Mayor a man in whom the people can place confidence and who is fit for the job. We predict the election of John W. Smith as Mayor of Detroit. We make this prediction with the full acknowledgment that of his two opponents the one whom the people can trust and who is well fitted for the job, is, of course, Mr. Bowles.

The D. U. R. membership of Division No. 26 have a problem on hand by the introduction of busses in Flint. Business Agent Neil McLellan, Secretary Clarence Nugent and D. U. R. Business Agent Sidney VanNess attended a meeting of the Flint Branch the evening of the 29th. Brother Halbur, Flint City Board Member is seeking seniority for members in the operation of the busses in that city.

Brother Carl Kay, who is now serving as a dispatcher at the Almont Junction of the Flint Line, was recently married to one of Atlas, Michigan's leading society belles. He has the best wishes of the membership of Division 26 and a host of friends outside of the organization. Brother Kay was one of the Polar Bears in the late World War, attaining an official rank which he held at the time of his honorable discharge from the service.

—REX.

ONE-MAN CAR MAKES WESTERN "KILLER" LOOK LIKE A PIKER

That the bad man of the old West was a piker when it comes to killing people is demonstrated by the statistics compiled by the local safety department.

In 1921, when there were but a few one-man cars in operation in Dayton, 3 pedestrians were struck by cars, and one was killed. But in 1922, with a flock of one-man cars in operation, 26 citizens were struck and five were killed, an increase of 100 per cent in the number of accidents and 400 per cent in the number of fatalities.

During the year just closed there were 12 collisions between cars, 144 automobiles and three wagons were struck, but there is no record of the amount of monetary loss entailed.

That only five persons were killed during the year is considered remarkable by the patrons of the one-man cars. Sooner or later there will be an accident in which a dozen or more are killed. Then quick and decisive action will be taken to rid the city of one-man cars. Dayton, Ohio, LABOR REVIEW.

PROCEEDINGS OF REGULAR MEETING OF GENERAL EXECUTIVE BOARD

Continued from page 9.

Laselle, Eddie J., deceased	46 1/2
Neely, Roy, deceased	50 1/2
Pierce, Gardner, deceased	50 1/2
Schnell, William, deceased	50 1/2
Division No. 85, Pittsburgh, Pa.	
Baker, Charles S., deceased	50 1/2
Beisel, Charles W., deceased	50 1/2
Biddison, Henry V., deceased	50 1/2
Davey, John J., deceased	50 1/2
Deitrich, P. C., deceased	50 1/2
Dill, C. R., deceased	50 1/2
Elliott, Charles, deceased	50 1/2
Farmer, John T., deceased	50 1/2
Flavin, Francis J., deceased	50 1/2
Heckman, Frank, deceased	50 1/2
Hunter, Joseph, deceased	50 1/2
Kiser, Orlando, deceased	50 1/2
Laundry, John, deceased	50 1/2
Livingstone, William, deceased	50 1/2
Marshall, Ralph A., deceased	50 1/2
McCollum, Walter E., deceased	50 1/2
McCooy, John C., deceased	50 1/2
McDermott, P. J., deceased	50 1/2
McFadden, Oliver P., deceased	50 1/2
Patton, Peter J., deceased	50 1/2
Phillips, Louis, deceased	50 1/2
Rupert, J. W., deceased	50 1/2
Stringer, John T., deceased	50 1/2
Weimer, George S., deceased	50 1/2
Division No. 98, Akron, Ohio	
Fitzgerald, J. B., deceased	50 1/2
Lyon, Ben H., deceased	50 1/2
Ruley, J. P., deceased	50 1/2
Division No. 101, Vancouver, B. C.	
Bird, Alfred, deceased	50 1/2
Greenan, John, deceased	50 1/2
Parrott, George A., deceased	50 1/2
Proulx, Joseph A., deceased	50 1/2
Division No. 103, Wheeling, West Va.	
DeTemple, Frank, deceased	50 1/2
Garrison, George W., deceased	50 1/2
Rafferty, Thomas, deceased	50 1/2
Division No. 107, Hamilton, Ont.	
Freeborn, Joseph, deceased	50 1/2
Division No. 113, Toronto, Ont.	
Abbey, John, deceased	50 1/2
Adamson, George, deceased	50 1/2
Dobson, John, deceased	50 1/2
Downs, Donald, deceased	50 1/2
Fleming, Joseph, deceased	50 1/2
Forsythe, James C., deceased	50 1/2
Luckhurst, William, deceased	50 1/2
Scully, Thomas, deceased	50 1/2
Shular, John, deceased	50 1/2
Smith, Fredrick Chas., deceased	50 1/2
Stevenson, D., deceased	50 1/2
Division No. 125, Belleville, Ill.	
Bailey, Sam, deceased	50 1/2
Division No. 128, Asheville, N. C.	
Davis, Albert Hobart, deceased	50 1/2
Division No. 132, Troy, N. Y.	
Carroll, Dennis J., deceased	50 1/2
Division No. 134, New Westminster, B. C.	
Butterfield, Thomas, deceased	50 1/2
Division No. 164, Wilkes-Barre, Pa.	
Gilboy, Michael, deceased	50 1/2
Griffith, Joseph P., deceased	50 1/2
Division No. 165, Girardville, Pa.	
Phillips, John, deceased	50 1/2
Division No. 168, Scranton, Pa.	
Heinsman, Daniel, deceased	50 1/2
Wallisky, Edward, deceased	50 1/2
Division No. 174, Fall River, Mass.	
Franev, John P., deceased	50 1/2
Geneux, E. J. Alphonse, deceased	50 1/2
Division No. 192, Oakland, Calif.	
Clark, Chester, J., (balance due)	50 1/2
Dewar, Robert, M., deceased	50 1/2
Huggins, John F. (John T.), deceased	50 1/2
Johnson, George W., deceased	50 1/2
Division No. 194, New Orleans, La.	
Anderson, Sam, deceased	50 1/2
Anton, A., deceased	50 1/2
Bertaut, A. E., deceased	50 1/2
Brown, G., deceased	50 1/2
Butler, Jeff, deceased	50 1/2
Cavalier, T., deceased	50 1/2
Fauries, P. A., deceased	50 1/2
Harris, Ned, deceased	50 1/2
Hingle, C. E., deceased	50 1/2
Laporte, John, deceased	50 1/2
Leveson, J. W., deceased	50 1/2
Mahl, Alexander, deceased	50 1/2

McKay, Isaac, deceased	800.00	Scott, David W., deceased	800.00
Natal, Joseph, deceased	800.00	Thimons, John R., deceased	800.00
Nessin, Peter F., deceased	250.00	Tomaic, Paul, deceased	800.00
Saucier, Wadley, deceased	150.00	Weber, Peter E., deceased	700.00
Smidt, John W., deceased	800.00	Weich, Benjamin, deceased	800.00
Venetia, Ulyssis, deceased	500.00	Wester, John W., deceased	800.00
Division No. 215, Wheaton, Ill.		Balance due on tombstones in death claims of Sven Svenson, Bernard Cavanaugh, Wm. H. H. Gray and Edward Skelley, deceased, at \$30.00 each	120.00
Klusmeyer, Anthony H., deceased	700.00	Division No. 242, Montpelier, Vt.	
Sullivan, John, deceased	800.00	Howe, George, deceased	800.00
Wilson, Floyd C., deceased	800.00	Hyde, David A., deceased	500.00
Division No. 238, Lynn, Mass.		Division No. 253, Quincy, Mass.	
Lorensen, Julius, deceased	800.00	Little, Joseph, deceased	800.00
Noyes, Melbourne, deceased	800.00	Loring, Charles H., deceased	800.00
Division No. 240, Chelsea, Mass.		Pierce, William S., deceased	800.00
Pierce, John M., deceased	800.00	Division No. 261, Lawrence, Mass.	
Spinney, John Steward, deceased	800.00	Holland, James W., deceased	800.00
Division No. 241, Chicago, Ill.		Division No. 265, San Jose, Calif.	
Allgeier, John H., deceased	150.00	Mullaly, John J., deceased	800.00
Anderson, A., deceased	250.00	Division No. 268, Cleveland, Ohio.	
Arnold, John H., deceased	800.00	Bungard, (Alex), A. R., deceased	800.00
Bacon, Charles H., deceased	250.00	Fredeker, Frederick, deceased	600.00
Barber, Robert, deceased	800.00	Gordon, Del, deceased	800.00
Bechtloff, Edward S., deceased	800.00	Hughes, Wm. C., deceased	150.00
Beeney, Roderick B., deceased	800.00	Mauk, Scott, deceased	800.00
Behland, Albert, deceased	600.00	Rees, Wm., deceased	600.00
Beifuss, Albert A., deceased	400.00	Stampfi, Julius, deceased	800.00
Bergan, Daniel F., deceased	600.00	Thompson, Hugh, deceased	800.00
Bruhn, Charles, deceased	100.00	Vanderwyst, Peter, deceased	800.00
Buchholz, Richard M. J., deceased	400.00	Division No. 269, Danbury, Conn.	
Buhrman, Peter, deceased	800.00	Patch, Edward K., deceased	800.00
Burns, Dennis, deceased	800.00	Way, Arthur J., deceased	800.00
Callaghan, Thomas, deceased	800.00	Division No. 272, Youngstown, Ohio.	
Campbell, James, deceased, (Funeral, tombstone, hospital and other expenses)	405.00	Gladman, Harry E., deceased	800.00
Cannon, William, deceased	800.00	Rice, H., deceased	800.00
Cavanaugh, Bernard, deceased, (Bal. due for doctor's bill)	361.00	Stearns, Frank, deceased	800.00
Chamberlain, William, deceased	800.00	Division No. 279, Ottawa, Ont.	
Cibich, Tony, deceased	800.00	Gleeson, Francis M., deceased	800.00
Coatar, Victor, deceased	800.00	Pilon, Alexandre, deceased	700.00
Connolly, Jeremiah J., deceased	700.00	Proulx, Napoleon, deceased	800.00
Doge, (Dage), Gust., deceased	800.00	Division No. 280, Lowell, Mass.	
Domke, August, deceased	800.00	Sheehan, Thomas J., deceased	800.00
Donahue, John, deceased	800.00	Winchester, John, deceased	800.00
Eckert, Peter, deceased	150.00	Division No. 282, Rochester, N. Y.	
Einersen, Christ, deceased	800.00	Banker, John H., deceased	800.00
Eisele, Gottlieb, deceased	100.00	Caudle, Emanuel, deceased	800.00
Fleming, Patrick, deceased	800.00	Fleischman, J. W., deceased	800.00
Fogarty, Michael J., deceased	700.00	Geisson, Herman, deceased, (Funeral expenses)	275.00
Ford, Patrick, deceased	100.00	O'Dea, John F., deceased	800.00
Frane, John F., deceased	800.00	Phalen, Michael C., deceased	800.00
Frodin, Erick, deceased	800.00	Division No. 308, Chicago, Ill.	
Gauger, Paul, deceased	800.00	Adan, Charles, deceased	500.00
Genoska, Tony, deceased	800.00	Atnus, (Atenus), John, deceased	250.00
Geschu, Fridrig W., deceased	800.00	Belcastro, Sam, deceased	150.00
Hammerlund, Peter, deceased	800.00	Bright, John W., deceased	275.00
Hanken, Henry, deceased	800.00	Brown, Oscar L., deceased	600.00
Hawdon, John, deceased	100.00	Clouston, Ralph, deceased	800.00
Hausser, Joseph, deceased	800.00	Cummings, John L., deceased	800.00
Hayes, Richard, deceased	400.00	Fox, F. M., deceased	800.00
Healy, Thomas, deceased	800.00	Gass, E. L., deceased	800.00
Hoffman, Anton, deceased	800.00	Glockner, Henry, deceased	800.00
Hutcheson Samuel, deceased	800.00	Goulding, Fred W., deceased	800.00
Johnston, Arthur, deceased	800.00	Hankins, Edward, deceased	200.00
Kadlec, Charles J., deceased	500.00	Holan, Frank J., deceased	350.00
Kennedy, Thomas J., deceased	250.00	Jameson, R. C., deceased	800.00
Kirch, Byron, deceased	800.00	Jefferson, Thadeus, deceased	250.00
Larson, Michael, deceased	800.00	Jones, E. A., deceased	800.00
Lathrop, Scott, deceased	800.00	Kelly, John E., deceased	50.00
Lindstrom, John, deceased	100.00	Madson, Otto, deceased	800.00
Lipka, Michael J., deceased	400.00	Maher, William, deceased	600.00
Loneragan, Maurice, deceased	800.00	McCormick, Joseph A., deceased	800.00
Loney, Robert, deceased	800.00	McDermott, Peter, deceased	800.00
Lund, Louis, deceased	800.00	McGregor, M., deceased	700.00
Mahoney, William B., deceased	800.00	Moloney, John, deceased	250.00
Mankewics, Joseph, deceased	800.00	Parks, Levi G., deceased	350.00
Martin, John, deceased	800.00	Quinn, Michael J., deceased	800.00
Matter, Theodore, deceased	400.00	Railey, John, deceased	100.00
May, Patrick J., deceased	400.00	Robinson, James M., deceased	250.00
McDonald, Frank, deceased	400.00	Smith, Alex, deceased	800.00
McLaughlin, John E., deceased	600.00	Soehren, Adolph, deceased	800.00
Meyer, Frank A., deceased	700.00	Troutman, John R., deceased	350.00
Murphy, John, deceased	800.00	Trytt, Al., deceased	800.00
Nielsen, Edward, deceased	600.00	Walsh, Amelia, deceased	800.00
O'Donnell, Owen, deceased	500.00	Wood, Joseph, deceased	800.00
Oberst, William C., deceased	800.00	Zurek, Joseph, deceased	250.00
Pascal, David, deceased	250.00	Division No. 329, Dubuque, Iowa.	
Peacock, Harry, deceased	800.00	Hollenbeck, George, deceased	800.00
Perkowski, Peter, deceased	800.00	Division No. 379, Niles, Ohio.	
Pienaker, Herman, deceased	800.00	Korth, Charles, deceased	800.00
Pisotte, Henry, deceased	800.00	Stone, Scott L., deceased	400.00
Proudfoot, John, deceased	800.00	Division No. 380, Elyria, Ohio.	
Regan, Edward, deceased, (Funeral, tombstone and hospital expenses)	309.80	Pettit, A. J., deceased	700.00
Reuter, John L., deceased	800.00	Wilkins, James H., deceased	800.00
Schrecke, Fred, deceased	800.00		

Division No. 381, Butte, Mont.			Buckley, Daniel Henry, deceased	800.00
Peterson, Gustave F., deceased	800.00		Burke, Patrick M., deceased	200.00
Division No. 416, Peoria, Ill.			Buxton, Frank L., deceased	700.00
Armstrong, William, deceased	800.00		Clee, Arthur L., deceased	800.00
Davis, Will A., deceased	700.00		Connor, John J., deceased	800.00
Division No. 421, Mt. Carmel, Pa.			Coagrove, James W., deceased	800.00
Felix, Earl, deceased	700.00		Coughlin, William J., deceased	800.00
Division No. 425, Hartford, Conn.			Craven, Thomas, deceased	800.00
Bronson, Cooley, deceased	800.00		Cushing, Patrick, deceased	800.00
Fitch, Charles G., deceased	100.00		DeCicco, Lawrence, deceased	500.00
Hubbard, William, deceased	800.00		Doherty, John P., deceased	100.00
O'Connor, John H., deceased	800.00		Evans, Martin E., deceased	800.00
Schillinger, Fredrick, deceased	800.00		Fermoye, John W., deceased	800.00
Smith, Joseph, deceased	800.00		Foley, Patrick, deceased	200.00
Division No. 441, Des Moines, Iowa.			Graney, Michael, deceased	800.00
Goble, Charles P., deceased	800.00		Hanley, Patrick J., deceased	800.00
Gray, Edward, deceased	600.00		Hawkes, William C., deceased	800.00
Prater, Walter, deceased	800.00		Hersey, George E., deceased	800.00
Trotter, C. E., deceased	800.00		Hollum, George, deceased	800.00
Division No. 448, Springfield, Mass.			Jacobs, Allan, deceased	800.00
Bodman, William H., deceased	800.00		Landers, Martin J., deceased	800.00
Cartter, David J., deceased	800.00		Lonergan, Stephen F., deceased	700.00
Chambers, Herbert, deceased	800.00		Long, Daniel J., deceased	700.00
Gilhooley, Patrick, deceased	150.00		Mattie, Edward, deceased	700.00
Hawkins, Fred H., deceased	800.00		McElroy, Frank F., deceased	800.00
McLean, Henry G., deceased	800.00		McKenna, Thomas, deceased	800.00
Patterson, John G., deceased	800.00		Merrill, Herman C., deceased	200.00
Division No. 459, Bridgeport, Conn.			Miller, Major, deceased	700.00
Hammerlee, William, deceased	800.00		Mitchell, John, deceased	250.00
Division No. 470, Franklin, Pa.			Murphy, James D., deceased	800.00
Hileman, William Henry, deceased	800.00		Peabody, George, deceased	100.00
Division No. 476, Norwalk, Conn.			Phelan, Daniel, deceased	700.00
Lockyer, George, deceased	800.00		Reardon, John, deceased	250.00
Division No. 481, Port Chester, N. Y.			Seely, William, deceased	800.00
Gaylord, Giles Albert, deceased	800.00		Smith, David, deceased, (Funeral, tombstone and other expenses)	170.00
Division No. 496, Pittsfield, Mass.			Tarbox, French O. J., deceased	800.00
Abbott, Charles Steven, deceased	800.00		Thomas, William, deceased	800.00
Shaver, Charles A., deceased	800.00		Ward, Owen, deceased	800.00
Division No. 497, Pittsburg, Kansas.			Webber, Joseph W., deceased	800.00
Kelley, Frank, deceased	800.00		Weeks, Irving H., deceased	800.00
Kloeb, William, deceased	800.00		White, William J., deceased	800.00
Division No. 503, Haverhill, Mass.			Williams, Wesley E., deceased	800.00
Page, Charles J., deceased	800.00		Division No. 591, Hull, Quebec.	
Division No. 506, Rensselaer, N. Y.			Radmore, John E., deceased	800.00
Roraback, Wm. A., deceased	200.00		Division No. 592, Fredonia, N. Y.	
Division No. 508, Halifax, Nova Scotia.			Fagan, John J., deceased	800.00
McNab, Frank Jones, deceased	800.00		Division No. 600, Waltham, Mass.	
Division No. 518, San Francisco, Calif.			Sweeney, Patrick D., deceased	800.00
Brennen, John, deceased	600.00		Division No. 615, Saskatoon, Sask.	
Glover, John B., deceased	800.00		Collins, Henry J., deceased	250.00
Larson, L., deceased	600.00		Division No. 618, Providence, R. I.	
Lee, Coleman J., deceased	100.00		Casey, Patrick H., deceased	100.00
Lincoln, G. A., deceased	800.00		Crane, Herbert, deceased	100.00
Spillane, John M., deceased, (Funeral, tombstone and other expenses)	386.80		Horton, U. J., deceased	800.00
Division No. 537, Holyoke, Mass.			Nangle, Michael J., deceased	800.00
Shea, Timothy H., deceased	250.00		Potter, Frank Albert, deceased	800.00
Division No. 540, Trenton, N. J.			Taber, Charles O., deceased	800.00
Buckalew, Alward, deceased	600.00		Vial, William C., deceased	600.00
Forker, John W., deceased	800.00		Webster, George F., deceased	800.00
Hickman, William H., deceased	400.00		Winters, Francis Joseph, deceased	600.00
Division No. 544, Williamstown, Pa.			Zompa, Joseph, deceased	800.00
Warlow, James, deceased	800.00		Division No. 620, Framingham, Mass.	
Division No. 568, Erie, Pa.			Bellows, Frank H., deceased	800.00
Holby, Roy G., deceased	800.00		Breault, Louis, deceased	500.00
Jackson, James P., deceased	600.00		Division No. 623, Buffalo, N. Y.	
Division No. 570, Waterbury, Conn.			Calkins, John, deceased	800.00
Stubbs, Ernest, deceased	800.00		Delaney, John J., deceased	800.00
Division No. 576, Schenectady, N. Y.			Fischer, (Fisher), George, deceased	800.00
Ward, Michael, deceased	800.00		Jakubiak, Valentine, deceased	800.00
Division No. 580, Syracuse, N. Y.			McGaughey, John C., deceased	800.00
Davern, Edward, deceased	800.00		Mueller, John A., deceased	800.00
Lynch, John, deceased	800.00		Rena, George, deceased	800.00
Oot, Adam J., deceased	250.00		Ryan, Dennis D., deceased	800.00
Division No. 582, Utica, N. Y.			Warnecke, Charles F., deceased	250.00
Dawson, L. H., deceased	800.00		Warren, Arthur, deceased	800.00
Hardcastle, Alfred, deceased	800.00		Division No. 627, Cincinnati, Ohio.	
Lawrence, John, deceased	800.00		Bingamon, B. (Burt), deceased	800.00
Owens, John W., deceased	800.00		Bronner, Ernest, deceased	400.00
Pfang, Peter G., deceased	800.00		Coagrove, Thomas, deceased	800.00
Riley, James, deceased	800.00		Engelken, A. (Albert), deceased	800.00
Division No. 583, Calgary, Alberta.			Gallitzendorfer, August, deceased	800.00
Hayden, Thomas, deceased	250.00		Kennedy, John H., deceased	150.00
Division No. 587, Seattle, Wash.			Leistner, George, deceased	100.00
Doom, J. B., deceased	250.00		Murphy, John, deceased, (Funeral tombstone, doctors and other expenses)	650.05
Entzminger, Harry, deceased	600.00		Ostendorf, O. (Otto), deceased	800.00
Henry, J. P., deceased	250.00		Perkins, Walter, deceased	100.00
Ives, Joe, deceased	400.00		Rolfen, P. (Frank), deceased	800.00
McKissick, W., deceased	100.00		Staeb, J. P., deceased	800.00
McNeely, Samuel D., deceased	250.00		Whitaker, Joel C., deceased	500.00
Morgan, John Edward, deceased	250.00		Division No. 628, Covington, Ky.	
Division No. 589, Boston, Mass.			Glover, William T., deceased	800.00
Abbott, Etta H., deceased	500.00		Division No. 638, Cedar Rapids, Iowa.	
Bates, Alfred R., deceased	800.00		Chase, A. A., deceased	800.00
Brown, Beverly, deceased	800.00		Kitterman, J. S., deceased	800.00
Buchanan, William H., deceased	800.00			

Division No. 641, Shamokin, Pa.	
Campion, John E., deceased	500.00
Division No. 645, Indianapolis, Ind.	
Sullivan, Dennis J., deceased	800.00
Division No. 660, Centralia, Ill.	
McCance, D. W., deceased	800.00
Division No. 662, Pueblo, Colo.	
Hanna, S. M., deceased	800.00
Ironmonger, B. F., deceased	700.00
Reid, John F., deceased	500.00
Division No. 663, St. John, N. B.	
Neason, Frank, deceased	700.00
Orr, John Samuel, deceased	500.00
Division No. 678, Mars, Pa.	
Starr, Perry R., deceased	800.00
Division No. 687, San Francisco, Calif.	
Gianettoni, Camillo, deceased	600.00
Division No. 688, Newport, R. I.	
Compos, Anthony, deceased	800.00
Division No. 689, Washington, D. C.	
Hamilton, L. R., deceased	800.00
Division No. 694, San Antonio, Texas.	
Burt, W. W., deceased	600.00
Means, Bert, deceased	500.00
Richards, I., deceased	700.00
Division No. 697, Toledo, Ohio.	
McCarthy, John, deceased	800.00
Ursykowski, Robert J., deceased	250.00
Division No. 713, Memphis, Tenn.	
Davis, James L., deceased	600.00
Division No. 714, Portland, Maine.	
Coffin, Uhlman A., deceased	700.00
Morgan, Benjamin F., deceased	100.00
Division No. 717, Manchester, N. H.	
Longtine, Joseph T., deceased	600.00
Division No. 718, Concord, N. H.	
Cleary, T. H., deceased	700.00
Spain, Joseph S., deceased	700.00
Division No. 724, Augusta, Maine.	
Dudley, Warren S., deceased	700.00
Jones, Thomas, J., deceased	700.00
Division No. 725, Birmingham, Ala.	
Arnold, E. C., deceased	500.00
Grogan, George, deceased	350.00
Hinton, John W., deceased	700.00
Turner, Owen, deceased	700.00
Division No. 726, Staten Island, N. Y.	
Adriance, Daniel J., deceased	700.00
Maiorano, Pietro, deceased	400.00
Division No. 732, Atlanta, Ga.	
Astin, J. D., deceased	700.00
Elliott, J. T., deceased	250.00
Gaines, J. O., deceased	500.00
Smith, Wiley J., deceased	500.00
Division No. 737, Syracuse, N. Y.	
Smith, Henri Clark, deceased	200.00
Division No. 741, London, Ont.	
Francis, Samuel, deceased	100.00
Division No. 757, Portland, Oregon.	
Akin, Samuel O., deceased	600.00
Courtney, Archie T., deceased	400.00
Green, Peter, deceased	50.00
Harris, Sam T., deceased	400.00
Van Fleet, Perry P., deceased	600.00
Division No. 774, Atlantic City, N. J.	
Wheeler, Joseph, deceased	150.00
Division No. 777, Muskegon, Mich.	
Baker, James Anthony, deceased	600.00
Gringhuis, Garret, deceased	250.00
Williams, Eugene, deceased	600.00
Division No. 779, Sioux City, Iowa.	
Iverson, George, deceased	600.00
Division No. 785, Amesbury, Mass.	
Currier, Walter H., deceased	800.00
Division No. 788, St. Louis, Mo.	
Adamson, James, deceased	500.00
Buchmiller, Valentine, deceased	150.00
Choate, Wm. E., deceased	600.00
Elder, Dorrie E., deceased	600.00
Hammett, Alton J., deceased	100.00
Haushalter, George, deceased	250.00
Kiger, Sylvester, deceased	100.00
King, William, deceased	500.00
Lynn, John, deceased	250.00
Manion, Thomas, deceased	350.00
McGuire, Terrance, deceased	600.00
Morris, Frank, deceased	600.00
Muller, A. H., deceased	275.00
Wooley, O., deceased	450.00
Division No. 790, Montreal, Quebec.	
Audet, Jerome, deceased	100.00
Barbusio, Francisco, deceased	600.00
Bourgeois, Joseph, deceased	250.00
Cusson, Zoel, deceased	600.00
Duguay, Evangeliste, deceased	400.00
Landry, Hormidas Joseph, deceased	250.00

Morin, Alfred, deceased	600.00
Tourangeau, A. J., deceased	400.00
Division No. 801, Altoona, Pa.	
Frangario, Juliano, deceased	200.00
Meyers, Joseph R., deceased	150.00
Wertz, Arthur G., deceased	250.00
Division No. 805, East St. Louis, Ill.	
VanHouten, Daniel Scranton, deceased	800.00
Division No. 810, Dayton, Ohio.	
Curp, Wm. R., deceased	500.00
Lyons, Daniel W., deceased	500.00
Palmer, Esten, deceased	100.00
Division No. 813, Fairmont, West Va.	
Milbrad, Carl D., deceased	100.00
Division No. 818, Oakland, Calif.	
Batley, Benjamin, deceased	250.00
Casavant, Alphonse, deceased	75.00
Division No. 819, Newark, N. J.	
Bruening, John, deceased	100.00
Connelly, Thomas, deceased	250.00
Coyne, Michael, deceased	100.00
Faas, Charles L., deceased	250.00
Gisbert, Frank, deceased	400.00
Hunt, Francis, deceased	100.00
Malley, James, deceased	400.00
Schueler, Lothar, deceased	200.00
Division No. 820, West Hoboken, N. J.	
Lutz, Arthur, deceased	250.00
Ondreyka, Joseph, deceased	500.00
Division No. 821, Jersey City, N. J.	
Byrne, John, deceased	500.00
Connell, Thomas J., deceased	250.00
Luth, Charles, deceased	350.00
Velsor, Harry C., deceased	500.00
Division No. 822, Paterson, N. J.	
Schrage, Fred, deceased	400.00
Division No. 823, Elizabeth, N. J.	
Bennett, John, deceased	500.00
MacDonald, James P., deceased	100.00
Division No. 824, New Brunswick, N. J.	
MacDowell, George H., deceased	500.00
Rener, William, deceased	500.00
Division No. 842, Wilmington, Del.	
Jones, Earl, deceased	400.00
Warren, George H., deceased	250.00
Division No. 847, St. Joseph, Mo.	
Canfield, George, deceased	400.00
Division No. 851, Springfield, Ohio.	
Crouse, Emma E. (Jerry), deceased	100.00
Division No. 855, Grand Haven, Mich.	
Davison, Lester I., deceased	500.00
Division No. 858, York, Pa.	
Wallick, William H., deceased	400.00
Division No. 876, Hamilton, Ont.	
O'Reilly, Robert John, deceased	350.00
Division No. 878, Evansville, Ind.	
Johnson, James R., deceased	350.00
Division No. 880, Camden, N. J.	
Linthicum, Le Roy C., deceased	250.00
Division No. 900, Highwood, Ill.	
Anderson, Frank, deceased	50.00
Baker, Charles A., deceased	250.00
Cassidy, Matthew F., deceased	250.00
Herman, Henry, deceased	100.00
Taylor, Homer O., deceased	100.00
Division No. 928, Hot Springs, Ark.	
Stephens, E. H., deceased	200.00
Division No. 942, Honolulu, T. H.	
Kaakua, Joseph K., deceased	400.00
Member at Large, International Office, Detroit, Mich.	
Peterson, Samuel, deceased	800.00

Total death benefits.....\$310,655.40

Disability Benefits

Division No. 235, Brockton, Mass.	
Pitta, Merton A.	\$800.00
Division No. 382, Salt Lake City, Utah.	
Beck, William	800.00
Division No. 388, Newburgh, N. Y.	
Treshman, Valmore M.	500.00
Division No. 497, Pittsburg, Kansas.	
Hess, R. L.	800.00
Division No. 589, Boston, Mass.	
Dame, Charles H.	800.00
Division No. 618, Providence, R. I.	
Bates, H. H.	800.00
Division No. 620, Framingham, Mass.	
Moody, Oscar	800.00
Division No. 726, Staten Island, N. Y.	
Miller, Henry	250.00
Division No. 788, St. Louis, Mo.	
Kelly, Peter	250.00
Division No. 838, New Albany, Ind.	
Sinkhorn, M. C.	250.00
Total disability benefits.....	\$6

Old Age Benefits

Division No. 26, Detroit, Mich.	
Curtis, Frank	\$800.00
Forsythe, William Albert	800.00
Shawcross, Alfred	800.00
Thomas, Barney	800.00
Division No. 85, Pittsburgh, Pa.	
French, Isiac John	800.00
Phillips, O.	800.00
Division No. 113, Toronto, Ont.	
Spence, Thomas	800.00
Division No. 164, Wilkes-Barre, Pa.	
Quinn, Bernard	800.00
Division No. 194, New Orleans, La.	
Oliver, J. A.	800.00
Sievers, G. W.	800.00
Division No. 199, Ottumwa, Iowa.	
Chambers, Edward A.	800.00
Division No. 215, Wheaton, Ill.	
Lacure, P. B.	800.00
Division No. 235, Brockton, Mass.	
Bumpus, Herbert Alden	800.00
Cronin, Patrick	800.00
Division No. 240, Chelsea, Mass.	
Sargent, Edwin Sanborn	800.00
Division No. 241, Chicago, Ill.	
Dicken, James C.	800.00
Dooley, John C.	800.00
Friedman, Joseph	800.00
Gart, Peter	800.00
Loertzing, August	800.00
McGuire, Timothy	800.00
Milan, Michael	800.00
Myers, Charles E.	800.00
Scholey, Thomas	800.00
Tracey, Peter M.	800.00
Division No. 246, Salem, Mass.	
Buckley, Patrick J.	800.00
Division No. 253, Quincy, Mass.	
O'Connell, David	800.00
Division No. 282, Rochester, N. Y.	
O'Brien, David	800.00
Division No. 308, Chicago, Ill.	
Sullivan, John H.	800.00
Division No. 373, Hyde Park, Mass.	
Bishop, Theodore	800.00
Member At Large at International Office, Detroit, Mich.	
Skinkle, Charles S.	800.00

Total old age benefits\$24,800.00
 Total death, disability and old age benefits
 paid during the six months from the
 Benefit Fund amounted to.....\$341,505.40
 During the six months' period, there were 516
 death, 10 disability and 31 old age benefit claims
 paid, making a total of 557 claims.

ENROLLMENT OF MEMBERS

During the period covered by this report, Eight Thousand, Two Hundred (8,200) members have been enrolled and certificates of membership granted to the same.

AGREEMENTS

During this term, ninety-eight (98) agreements have been renewed, forty-seven (47) received increases, and five (5) receiving slight reductions, or making a total of One Hundred and Fifty (150) agreements closed this term.

STRIKES AND LOCKOUTS

During this past term, the Association has had Sixteen (16) Strikes and Lockouts, involving Fifteen (15) Local Divisions.

Nine (9) of these strikes and lockouts have taken place during this term; the other seven (7) having been previously reported upon.

During this period, there has been expended in strike benefits, donations and costs, the amount of \$5,274.00, which includes legal expenses.

Strikes and Lockouts

Inasmuch as there is a complete record of the causes of the various strikes and lockouts on the records of the Association for your information, I will be brief in my report upon this subject.

Beginning with this report January 31, 1924, there were in existence and which had been reported upon at your previous meeting, strikes and lockouts as follows:

Lima, Ohio, Div. No. 759, upon which situation no settlement to the present time has been obtained, was assisted by Vice-Pres. Albert E. Jones, who has made several attempts to adjust this situation but as far without success. Reports are that the

property is operating with a loss by strike-breakers. The members of this Local were locked out August 11, 1923, and the Local was restrained from picketing by an injunction, but the public seem to well understand the situation.

Buffalo, N. Y., Div. No. 623 membership were forced on strike July 1, 1922. There has been no material change in this situation since report was made to your Board covering the six months period ending January 31, 1923. The contest has now lasted over two years.

St. John, N. B., Div. No. 663 members were locked out June 29, 1921. In the course of this situation it has been reported that the property has changed hands and there was some hope of a settlement, but that seems to bear no encouragement at the present time and the members locked out are standing firm and insistent upon restoration in employment with the right of collective agreement.

Div. No. 576, Schenectady, N. Y., it will be borne in mind, went on strike May 17, 1923. This strike was to renew collective agreement relations and protest a reduction in wages. While the information did not reach this office in time to be so reported to your last regular meeting, six months ago, it can be reported now that the strike was declared off, without results the latter part of January of this year.

Columbia, S. C., Div. No. 590, the membership of which went on strike February 15, 1922, resultant from the refusal of the company to further deal collectively with the Local, continues its protest. Cars are being operated by strikebreakers, but after some 2½ years the members of the Local maintain their organized character with the expectancy of again effecting contract relations. Reports are that this property is being operated at considerable loss to the employing company.

Kewanee, Ill., Div. No. 484, was locked out October 20, 1923, by discontinuance of operation of the system by the employing company. There are no late reports bearing upon this situation indicating any change in the attitude of the company, or any indication that the company designs at any early date to resume operation.

Williamstown, Pa., Div. No. 544 suspended work December 19, 1923, as a result of refusal of the employing company to negotiate the adjustment of a grievance resultant from the dismissal of certain members, and also for refusal to continue agreement relations with the Local. April 20 of this year, after some four months duration, through the intervention of G. E. B. Member P. J. Shea, a settlement was effected returning to employment the dismissed members upon whom the dispute arose and renewing of former agreement relations.

It will be observed that of the eight strikes and lockouts in existence at the close of the six months period ending with January 31, five continue with equal purpose on the part of the members as at the beginning of their protest. One was declared off unconditionally and two were satisfactorily settled. Thus, five of the eight lockouts will enter the new six months term period. One of these, however, that of Kewanee, Ill., was the result of no dispute between the membership and the employing company.

Strikes and lockouts that developed within the six months period covered by this report are as follows:

Akron, O., Division No. 98 members were locked out February 1, of this year. This was due to a dispute between the city and employing company over the question of renewal of franchise. Later, an adjustment was obtained and work was resumed February 28.

Newburgh, N. Y., Div. No. 377, suspended work March 18 over the dismissal of ten members. International Vice-President John M. Parker was dispatched to Newburgh and secured an adjustment of the situation and work was resumed with full collective agreement relations, March 20.

Scranton, Pa., Div. No. 168 suspended work April 1 over a subject involved in negotiating a new agreement. International Vice-Pres. P. J. O'Brien was dispatched to the situation and obtained a compromise by which work was resumed April 5.

Easton, Pa., Div. No. 169, Slate Belt Line Branch members were locked out March 31, 1924. The company installed double truck one-man cars without safety appliances, which the men protested. A settlement of this dispute was also obtained and work was resumed April 2. In this adjustment there was a promise to equip the cars to make them less dangerous in operation, which it seems did not result, and upon second protest to the management on July 29, the members of this branch of Division 169 were again locked out. Organizer L. F. Hart has been dispatched to this situation. At the close of this report July 31, no settlement has been reported

Alliance, O., Division No. 360 suspended work May 1, 1924, upon the submission to the employees of a 10 cents per hour reduction in wages at the expiry of the agreement existing between the Local and the employing company. Int. Vice-Pres. Albert E. Jones had to do with this situation and through representatives of the State Labor Department, a settlement was obtained, restoring the old agreement wage rates and work was resumed May 5.

Zanesville, O., Division No. 781 suspended work May 22, due, as reported, to the fact that the management of the property was declining to arbitrate a wage dispute that had arisen, except that the Local should accept as two of the arbitrators men named by the management. Vice-Pres. Albert E. Jones has had charge of this situation but to the present time no settlement has been reached.

Atlantic City, N. J., Div. No. 774 suspended work June 21, the company having refused to renew agreement relations or arbitrate agreement provisions in dispute. At the close of this report no settlement upon this situation has been reached and there is but very little encouragement.

Pittsburgh, Pa., Division No. 85 membership suspended work May 10, as a result of inability to effect a wage settlement with the officials of the employing company. G. E. B. Member John H. Reardon was dispatched to the situation and assisted by intervention of the Mayor of the City was successful in effecting a settlement, restoring collective agreement conditions retaining the former wage rates, and work was resumed May 12, 1924.

It will be observed that within the six months period ending July 31, 1924, covered by this report, there developed nine strikes and lockouts. Of these, six, including the first lockout involving the Slate Belt Line members of Division 169 were agreeably settled, while three—those of Divisions 781, Zanesville, 774, Atlantic City, and the last locking out of the Slate Belt Line Branch of Division 169, Easton, Pa. continue into the present period.

Arbitrations

At the close of my report to your Board of January 31, 1924 there were 8 arbitration cases involving ten Local Divisions, pending. Within this period since January 31, 1924, and to the close of July 31, 25 new cases were submitted for arbitration, as reported to this office, eleven of which have been completed, and 14 are pending.

As the records of these arbitrations are available to this Board, I am in this report briefly citing the results of these cases as they now stand at the close of this report.

At Everett, Wash., as entering this period from the previous six months, Division 883, and the employing company had submitted the subject of wage rates for arbitration. Vice-President M. J. Murray assisted the Local and reports an award by which the members of the Local received 7 cents per hour wage increase for first six months service men, 6 cents per hour for the next year of service, and 5 cents per hour to those of more than 18 months in service.

The Rainier Valley Ry. employs branch of Division 587, Seattle, Wash., at the beginning of this term was involved in a wage arbitration with the employing company. Arbitrators comprised Mr. Bert Swain, chosen by the Local, Mr. A. L. Valentine by the Company, and Mr. Bixby, Assistant Publisher of the Seattle Daily Times as Third arbitrator. This case was handled in the interest of the Local by Int. Vice-Pres. M. J. Murray. The award established wage rates of 52 cents per hour for first six months, 56 cents for the second six months, 60 cents for the second year, and 64 cents per hour thereafter, with 5 cents per hour additional for one-man car and bus operators, and overtime at the rate of time and one-half. This was a 4 cents per hour increase to the maximum rate.

Divisions Nos. 809, Zanesville, and 839, Newark, Ohio, were unable to reach an agreement with the employing management upon wage rates and the subject was submitted for arbitration. The Locals chose a Mr. Muhlman and the management Mr. John S. Bleeker, as arbitrators, and these two were able to arrive at a satisfactory wage rate granting to the members 5 cents per hour increase, retroactive to December 31, 1923. This case was handled in the interest of the Locals by International Vice-Pres. James Largay.

Div. No. 610, Charleston, S. C. being unable to reach an agreement with the employing company upon wage rates, submitted the subject for arbitration. The arbitrator chosen by the Local was Mr. G. J. Knobloch, and Mr. B. A. Hagood chosen by the Company. The Local was assisted upon this situation by General Executive Board Member James B. Lawson, who reports that without resorting

to a third arbitrator the situation was adjusted and closed to the satisfaction of all concerned, retaining the former wage rates.

Division No. 732, Atlanta, Ga., and the employing management submitted the subject of wage rates to enter the renewed agreement to arbitration. Mr. Luther Still was chosen as arbitrator by the Division and Mr. J. Murphy Candler by the company. The third arbitrator chosen was Mr. Edwin Johnson, all of Atlanta. The Local was assisted in this case by G. E. B. Member Edw. McMorrow, and award was obtained granting a wage increase of 3 cents per hour, cutting the scale to 18 months, in which to reach the maximum. The new rates are 43 cents per hour for the first 9 months, 48 cents per hour for the second 9 months, and 51 cents per hour to those of one and one-half years of service, with time and one-half for overtime.

Division No. 966, Fort William and Port Arthur, Ont., and the employing management, were unable to reach an agreement upon wage rates, and the matter was submitted for arbitration. The Local was assisted in this case by Int. Vice-Pres. Wm. P. Jennings and resulted in an increase in wages of 2½ cents per hour, with time and one-half for overtime, and 7½ cents per hour additional for one-man car operators.

Division No. 689, Washington, D. C. and the employing management failed to reach an agreement upon the wage scale in negotiating a renewal of agreement. This subject was submitted to arbitration before a Board comprised of Hon. Peter F. Tague, chosen by the Local, Attorney Staunton C. Peelle, chosen by the company, and Secretary Wm. Knowles Cooper, of the Y. M. C. A. as third arbitrator. The Local was assisted by G. E. B. Member P. J. Shea in presenting the case, and the award granted an increase of 2 cents per hour, fixing wage rates of 52 cents per hour for first 3 months service men, 56 cents per hour for those of the next 9 months, and 58 cents per hour thereafter, with one-half time added for overtime work.

Division No. 713, Memphis, Tenn., and the employing company, in the course of renewal of agreement negotiations submitted the subject of wages for arbitration. The arbitrator chosen by the Division was Mr. H. P. Hansen, Mr. E. B. Lemaster, chosen by the company and Mr. Geo. Harsh, as third arbitrator. The Local was assisted by G. E. B. Member Edw. McMorrow. The award granted an increase of 3 cents per hour, establishing wage rates of 45 cents for the first year of service, 50 cents for the second year, and 55 cents thereafter, with overtime at the rate of time and one-half.

Divisions Nos. 22, Worcester, and 448, Springfield, Mass., in negotiating new agreements were unable to arrive at a satisfactory settlement and the subject was submitted for arbitration, before a Board comprised of Hon. James H. Vahey, representing the Association, Hon. Bentley W. Warren, representing the Company, and Hon. Louis Parker as third arbitrator. An award was made granting a ten cents per hour increase in wages, with time and one-half for overtime, and establishing an 8-hour service day. The wage rates were retro-active to January 21, 1924 to continue until May 1, 1925. The Locals were assisted by G. E. B. Member John H. Reardon, and International Vice-President P. J. O'Brien. The new rates are: 58 cents per hour for the first three months service men, 63 cents per hour for the next 9 months, and 68 cents per hour thereafter, with 8 cents per hour additional for one-man cars, and time and one-half for overtime work.

Division No. 268, Cleveland, Ohio, and the employing management were unable to agree upon wage rates to be inserted in the renewed agreement. The subject was submitted for arbitration. Arbitrators chosen by the Local were: Messrs. Max S. Hayea, and E. Bernstein. The Company's arbitrators were: Messrs. Chas. Higley, and Thos. P. Schmidt. Former Street Railway Commissioner James W. Holcomb was chosen as fifth arbitrator. The board comprised five members. The Local was assisted by G. E. B. Member Edw. McMorrow and Hon. W. L. Day. The award granted a 12 cents per hour increase in wages. The management of the property has refused to comply with this award, and declared the agreement at an end. A court order was sought and obtained by the Local directing the company to comply with the agreement and from which order on the wage provision an appeal has been taken, although the company is obeying the court order in respect to other features of the agreement.

Division No. 717, Manchester, N. H., and the employing company submitted the subject of wage rates for arbitration. Arbitrators were chosen—Hon. James H. Vahey by the Local, and Hon.

Allen Hollis, by the Company. An award was reached without the choosing of a third arbitrator, which granted an increase of 5 cents per hour to all employees with 7 cents per hour additional for one-man car operators, establishing wage rates for trainmen of 50 cents per hour for first three months service men, 55 cents per hour to those of the next 9 months service, and 60 cents per hour thereafter, with overtime at the rate of time and one-half. One-man car operation is paid 7 cents per hour in excess of the given rates. The Local was assisted by G. E. B. Member John H. Reardon.

Division No. 165, Girardville, Pa., failed to agree with the employing company upon wage rates and the subject was submitted for arbitration. The Local chose Mr. Thos. Butler, and the company Mr. Arthur M. Lewis, as their arbitrators. The third arbitrator was U. S. Mediator L. R. Thomas, of the Federal Labor Department. This case was pending in October, 1923. In March, 1924, an award was handed down, granting 8 cents per hour increase to the maximum rate, establishing rates of 56 cents per hour for first 6 months service men, 60 cents per hour to those of the second six months, and 63 cents per hour to those thereafter. The Local was assisted from time to time upon this situation by Int. Vice-President P. J. O'Brien, and Association Organizer L. F. Hart.

Division No. 441, Des Moines, Ia., and the employing company being unable to reach an agreement upon wage rates at the period of renewal, submitted the subject for arbitration. A third arbitrator chosen in the case was the Rev. Mr. Miltchuer. The Board in this case granted an increase of 5 cents per hour in wage rates, and awarded a benefit plan, old age pension, and accident reduction incentive. The latter provides that platform men will receive two-thirds of the amount saved by reducing accidents tabulated on a basis of accident expense of certain previous years. The award established wage rates of 58 cents per hour for first 3 months service men, 63 cents per hour to those of the next 9 months of service, and 68 cents per hour thereafter, with 8 cents per hour additional for one-man cars and an overtime rate of time and one-half. The Local was assisted by International Vice-President J. B. Wiley.

Division No. 168, Scranton, Pa., and the employing company at the time of renewal of agreement submitted the question of wage rates for arbitration. The arbitrators were L. F. Hart, Jos. McCourt by the company, and Bishop Hoban, as the third arbitrator. The Local was assisted in presenting the case by G. E. B. Member P. J. Shea. The decision in this case was pending at the close of this report term, July 31, 1924.

Division No. 540, Trenton, N. J., and the employing company at the time of renewal of agreement submitted the question of wages for arbitration upon the Trenton and Mercer Co. Traction System. At the close of this report July 31, this case has been presented to the arbitrators and is pending the award. The Local is assisted by Int. Vice-President P. J. O'Brien.

Division No. 416, Peoria, Ill., was unable to reach an agreement upon the wage rates to enter a renewal of agreement, and the subject was submitted to arbitration. The Local has chosen as its representative Mr. Henry Mansfield, and Mr. L. E. Fisher of St. Louis was chosen by the company. At the close of this Board Report July 31, the case was pending the selection of a third arbitrator. The Local was assisted in this situation by G. E. B. Member Allen H. Burt.

Division No. 103, Wheeling, W. Va., and the employing management submitted for arbitration the subject of wage to enter the renewal of agreement. Arbitrators were chosen, comprising Mr. J. Hattzer, chosen by the Company, Mr. Thos. F. Keady, chosen by the Local, and Mr. Fred F. Paris, chosen as third arbitrator. As a result of this arbitration, an award was rendered granting an increase of 2 cents per hour. The case was handled by G. E. B. Member Wm. F. Welch. Wage rates established by the award are: 47 cents per hour for first 3 months service men; 52 cents per hour to those of the next 9 months, and 57 cents per hour thereafter, with overtime at the rate of time and one-half.

Division No. 726, Staten Island, N. Y., and the employing company being unable to arrive at an agreement on wage rates submitted the subject of wages for arbitration. At the close of this report July 31, this case was pending. The Local is being assisted by Second Int. Vice-Pres. P. J. O'Brien.

Division No. 779, Sioux City, Iowa, and the employing company have submitted for arbitration the subject of wages to be contained in the renewed agreement. The Local is being assisted by Int.

Vice-President James B. Wiley. The case was pending the selection of a third arbitrator at the close of this Board Report July 31.

Division No. 589, Boston, Mass., and the employing company in negotiating a renewal of agreement submitted the subject of wage rates for arbitration. The arbitrators chosen are: Hon. James H. Vahey, by the Local, Hon. Chas. W. Mulcahy, by the Company, and Judge John D. McLaughlin. The case was pending trial at the close of this report, July 31. The Local is being assisted by G. E. B. Member John H. Reardon.

Division No. 455, Portsmouth, O., and the employing company submitted for arbitration the wage rate to take effect July 1. Arbitrators chosen were: Mr. Geo. E. Carlyle, by the Company; Mr. Jos. L. Kuntz, by the Local, and Mr. Henry F. Betram, as third arbitrator. This situation was pending an award at the close of this report, July 31. The Local was assisted by G. E. B. Member Wm. F. Welch.

Division No. 789, Gates, N. Y., and the employing company, being unable to reach a conclusion upon wage rates for the renewed agreement have submitted the subject for arbitration and the case was pending at the close of this report July 31. The Local is being assisted by G. E. B. Member P. J. Shea.

Division No. 600, Waltham, Mass., and the employing company were unable to agree upon wage rates and certain working conditions, and the subjects were submitted for arbitration and were pending the completion of an arbitration board at the close of this report July 31. The Local is being assisted by G. E. B. Member John H. Reardon.

Cases for arbitration not involving wages, were cases of grievance upon which arbitration was resorted to as a means of adjustment. They are as follows:

Division No. 52, East Liverpool, Ohio, Leetonia Branch and the employing company submitted the question of reinstatement of a dismissed member for arbitration. Dismissal was occasioned by an accident resulting from the power house switch being locked open. Upon this Board Mr. S. W. Crawford was chosen by the employees, and Mr. D. W. Mumaw was chosen as Chairman. The award of these two arbitrators reinstated the dismissed member with back pay aggregating some \$500. The case was handled by President Hugh Thorn and the Local Officers. In connection with this case was arbitrated the question of reinstatement of the conductor employed with the motorman, who was reinstated. The evidence, however, showed that this brother had been handling the switch all morning and it was taken by the arbitrators that his discharge should be affirmed, due to the presumption of knowledge of the condition of the switch by the member. This award was granted by Chairman Mumaw and Company's arbitrator H. C. Koehler, and dissented to by Arbitrator Crawford, chosen by the Local.

Division No. 85, Pittsburgh, Pa., became involved in a grievance relative to the dismissal of a member upon the charge of responsibility for an accident, through the result of which occurred the death of a track construction worker. The accident resulted from the rear truck leaving the track. A coroner's inquest rendered an accidental death verdict. The company refused to reinstate the motorman. Chosen to represent the Local was Secretary-Treasurer P. J. McGrath, and to represent the property was a receiver, the property being in the hands of a receiver-ship. The case was settled satisfactorily without the selection of a third arbitrator.

Division No. 441, Des Moines, Iowa reports a case involving 11 conductors dismissed for short register as having been submitted for arbitration. Three of these conductors were arrested and one tried on the offense of stealing fares. Introduced in the prosecution was the evidence of six operators (spotters) from a detective agency. After three days trial in court the court rendered a decision acquitting the conductor and censuring the company for its methods. Following this all of the 11 cases were submitted for arbitration, and were pending at the close of this report. Together with these 11 cases is the case of a motorman who was dismissed as the result of his car colliding with an automobile, from which was caused the death of one person. The motorman was bound over to the Grand Jury. After an investigation the Grand Jury found that the motorman was in no way to blame, but the company refused to reinstate him, thus forcing the case to arbitration. This, together with the other 11 cases was also pending.

Division No. 836, Grand Rapids, Mich., submitted the case of a dismissed member to arbitration. The

member, an operator of a one-man car, was dismissed for an altercation with a passenger. The Board was composed of Edward Kosten, chosen by the Local, Attorney Ward by the Company, and a Mr. Richards, Chairman. The decision recommended re-employment of the dismissed brother. The case was handled by Board Member R. L. Reeves.

Rochester, N. Y. Division No. 282, submitted for arbitration the case of reinstatement of a member discharged upon the charge of starting his car without a signal from the trailer conductor. In the submission for arbitration the Local named Emanuel Kovaleski as arbitrator to represent the Local, and at the close of this Board Report July 31, the case was pending the completing of an arbitration board.

Cleveland, Ohio, Division No. 268, submitted for arbitration the case of reinstatement of a conductor dismissed for failure to turn in Three Dollars given him by a passenger on the car. His contention is that he gave the money to the party who claimed to have lost it. This case was pending at the close of the six months audit period July 31.

Division No. 362, Albion, Mich., submitted to arbitration the case of reinstatement of a conductor discharged upon the alleged offense of circulating obscene literature on the car. This case is reported to be pending at the close of this six months audit period.

Division No. 849, Holland, Mich., submitted for arbitration the question of reinstatement of a motorman discharged upon the charge of responsibility for a head-on collision with a freight car. The member was seriously injured in the collision. It is reported that due to the status of this case, the brother having worked 19 hours the day before the accident, is such that the Division feels that he is not justly responsible. The case was reported pending at the close of this audit period.

Wage Rates Adjustments

During this term of six months, ending with July 31, 1924, wage adjustments were worked out and effected by 166 Local Divisions and the management of employing companies. These wage settlements were timed with the renewal of agreements that were made within this six months period. Of these 166 Local Divisions, wage rates existing prior to the adjustments were retained without reduction or increase to the members of 110 Local Divisions. Fifty Local Divisions received wage increases. Wage rates were reduced to six Local Divisions.

Locals to which wage rates were renewed in obtaining renewal of agreement within the six months period, are as follows:

Division No. 26, Detroit, Michigan, Detroit United Railway Branch, including interurbans extending from Detroit, and the City Lines of Flint, Pontiac and Monroe, Mich.

Division No. 78, Galveston, Texas.

Division No. 85, Pittsburgh, Pa., including the Beaver Valley and Washington, Pa. systems.

Div. No. 89, New Castle, Pa.

Division No. 90, Mt. Clemens and Port Huron, Mich.

Div. No. 98, Akron, O.

Div. No. 99, Winnipeg, Man.

Div. No. 111, Ypsilanti, Mich., including Ann Arbor City Lines.

Div. No. 113, Toronto, Ont.

Div. No. 114, Youngstown, O.

Div. No. 169, Easton, Pa.

Div. No. 174, Fall River, Mass.

Div. No. 176, Sharon, Pa.

Div. No. 192, Oakland, Cal.

Div. No. 194, New Orleans, La.

Div. No. 212, Burlington, Iowa.

Div. No. 215, Wheaton, Ill.

Div. No. 223, Butler, Pa.

Div. No. 235, Brockton, Mass.

Div. No. 238, Lynn, Mass.

Div. No. 240, Chelsea, Mass.

Div. No. 242, Montpelier, Vt.

Div. No. 243, Taunton, Mass.

Div. No. 245, Jackson, Mich.

Div. No. 246, Salem, Mass.

Div. No. 253, Quincy, Mass.

Div. No. 261, Lawrence, Mass.

Div. No. 270, Gloucester, Mass.

Div. No. 272, Youngstown, Ohio.

Div. No. 280, Lowell, Mass.

Div. No. 282, Rochester, N. Y.

Div. No. 284, Nashua, N. H.

Div. No. 285, Steubenville, O.

Div. No. 333, Battle Creek, Mich.

Div. No. 343, Kalamazoo, Mich.

Div. No. 358, Cumberland, Md.

Div. No. 360, Alliance, O.

Div. No. 362, Albion, Mich.

Div. No. 373, Hyde Park, Mass.

Div. No. 379, Niles, O.

Div. No. 380, Elyria, O.

Div. No. 382, Salt Lake City, Utah.

Div. No. 418, Ogden, Utah.

Div. No. 456, Madison, Wis.

Div. No. 503, Haverhill, Mass.

Div. No. 515, Galesburg, Ill.

Div. No. 519, LaCrosse, Wis.

Div. No. 542, Waterloo, N. Y.

Div. No. 544, Williamstown, Pa.

Div. No. 558, Shreveport, La.

Div. No. 563, Lansing, Mich.

Div. No. 568, Erie, Pa.

Div. No. 572, Frostburg, Md.

Div. No. 580, Syracuse, N. Y.

Div. No. 582, Utica, N. Y.

Div. No. 583, Calgary, Alta.

Div. No. 591, Hull, Que.

Div. No. 592, Fredonia, N. Y.

Div. No. 610, Charleston, S. C.

Div. No. 611, Kankakee, Ill.

Div. No. 624, Buffalo, N. Y.

Div. No. 628, Covington, Ky.

Div. No. 639, Lexington, Ky.

Div. No. 641, Shamokin, Pa.

Div. No. 654, Hubbard, Ohio.

Div. No. 657, Charleroi, Pa.

Div. No. 660, Centralia, Ill.

Div. No. 662, Pueblo, Colo.

Div. No. 669, Auburn, N. Y.

Div. No. 674, Fort Smith, Ark.

Div. No. 681, Oswego, N. Y.

Div. No. 685, Brantford, Ont.

Div. No. 688, Newport, R. I.

Div. No. 691, Springfield, Mo.

Div. No. 696, Canton, O.

Div. No. 697, Toledo, O.

Div. No. 702, Canton, O.

Div. No. 704, Little Rock, Ark.

Div. No. 714, Portland, Me.

Div. No. 721, Lewiston, Me.

Div. No. 724, Augusta, Me.

Div. No. 725, Birmingham, Ala.

Div. No. 737, Syracuse, N. Y.

Div. No. 742, Fort Dodge, Iowa.

Div. No. 750, Chattanooga, Tenn.

Div. No. 770, Mobile, Ala.

Div. No. 777, Muskegon, Mich.

Div. No. 782, Dover, N. H.

Div. No. 784, Meridian, Miss.

Div. No. 812, Clarksburg, W. Va.

Div. No. 813, Fairmont, W. Va.

Div. No. 815, Parkersburg, W. Va.

Div. No. 816, Marietta, O.

Div. No. 818, Oakland, Calif.

Div. No. 836, Grand Rapids, Mich.

Div. No. 838, New Albany, Ind.

Div. No. 847, St. Joseph, Mo.

Div. No. 849, Holland, Mich.

Div. No. 877, Lake Charles, La.

Div. No. 878, Evansville, Ind.

Div. No. 882, Olympia, Wash.

Div. No. 887, Newark, N. Y.

Div. No. 927, Gulfport, Miss.

Div. No. 954, Souderton, Pa.

Div. No. 956, Allentown, Pa.

Div. No. 965, Escanaba, Mich.

Div. No. 969, Benedict, Pa.

Local Divisions, to the members of which wage rates were reduced were as follows:

Division No. 569, Edmonton, Alta., sustained a reduction of 2½ cents per hour, effecting wage rates of 56½ cents per hour for first six months service men, 59 cents for the second six months service, 64 cents for the third six months service, and 65 cents per hour thereafter, with time and one-half for overtime and legal holidays.

Division No. 684, Pomeroy, O., sustained a 3 cents per hour reduction, establishing wage rates of 37 cents per hour for first three months service men, 39 cents per hour for the next 9 months of service, and 41 cents thereafter, with overtime paid at the rate of time and one-half.

Division No. 855, Grand Haven, Mich., wage rates were reduced 2 cents per hour, effecting rates of 46 cents per hour for first 3 months service, 50 cents per hour for the next 9 months service, and 54 cents per hour thereafter, with one-man cars 7 cents per hour additional.

Div. No. 872, Hannibal, Mo., sustained a reduction of 2 cents per hour creating wage rates upon two-man cars of 30 cents per hour for first year men, 34 cents for the second year, and 38 cents per hour thereafter. However, this system has since been turned into a one-man car operation, with wage rates 5 cents per hour in excess of the rates quoted.

Division No. 923, Amsterdam, N. Y., sustained a reduction of 3 cents per hour, establishing wage rates of 44 cents per hour for first 6 months, 46 cents per hour for the second six months, 49 cents per hour thereafter upon city lines, and 50 cents upon the interurban line. The agreement provides that the old rates of 3 cents per hour in excess of the rates here stated are to be restored October 1. Wage rates upon one-man cars are 5 cents per hour in addition to the wage rates quoted.

Division No. 925, Gloversville, N. Y. sustained a reduction of 3 cents per hour, establishing wage rates of 44 cents per hour for first six months, 46 cents per hour for the second six months, 49 cents per hour thereafter upon city lines, and 50 cents upon the interurban line. The agreement provides that the old rates of 3 cents per hour in excess of the rates here stated are to be restored October 1. Wage rates upon one-man cars are 5 cents per hour in addition to the wage rates quoted.

Locals, the membership of which received increases in wage rates within the six months audit period are here given as follows:

Division No. 22, Worcester, Mass.—Rates increased 10 cents per hour establishing rates of 58 cents per hour for first 3 months service, 63 cents per hour for the next 9 months, and 68 cents per hour thereafter, with 8 cents per hour additional for one-man cars. Overtime is paid at the rate of time and one-half.

Division No. 103, Wheeling, W. Va.—Wage rates increased 2 cents per hour, establishing rates of 49 cents per hour for first 3 months, 52 cents per hour for the next 9 months, and 57 cents per hour to those of one year of service, with overtime paid at the rate of time and one-half.

Division No. 125, Belleville, Ill.—Rates increased for first 21 months service men 2½ cents per hour, thereafter, 3 cents per hour, establishing rates of 47½ cents per hour for first 3 months service, 50½ cents per hour for the next 9 months, 55½ cents per hour for the next six months of service, 56½ cents per hour for the next 3 months of service, and thereafter 57 cents per hour, with 4 cents per hour added to these rates for the operation of one-man cars in Belleville and 5 cents per hour additional for the operating of one-man cars where one-man cars may be operated upon other sections of the property.

Division No. 163, Meriden, Conn.—Wage rates increased 3 cents per hour, establishing wage rates of 53 cents per hour for first 3 months service, 56 cents per hour for the next 9 months, and 60 cents per hour thereafter, with 7 cents per hour additional for one-man cars, and overtime paid at the rate of time and one-half.

Division No. 165, Girardville, Pa.—Rates increased 6 cents per hour for first 6 months men, 7 cents per hour for the second six months, and 8 cents per hour thereafter, establishing wage rates of 56 cents per hour for first 6 months service men, 60 cents per hour for the second six months, and 63 cents per hour for those of one year of service.

Division No. 228, Joliet, Ill.—Wage rates increased 4 cents and 4½ cents per hour, establishing wage rates upon Joliet City Lines of 55 cents per hour, Dellwood Park, Lockport and Lyons, 57 cents per hour. Chicago Interurban 62 cents per hour, with one-man car rates at 5 cents per hour additional.

Division No. 236, Alton, Ill.—Rates increased 3 cents per hour, creating wage rates of 45 cents per hour for first six months service, 50½ cents per hour for the second six months, 55 cents per hour for the second year, with one-man car operation 4 cents per hour additional. Overtime is paid at the rate of time and one-half.

Division No. 241, Chicago, Ill.—Wage rates increased 2 cents per hour creating rates of 70 cents per hour for first 3 months service, 73 cents per hour for the next 9 months, 75 cents per hour thereafter, with 77 cents per hour for night cars, with overtime paid at the rate of time and one-half.

Division No. 268, Cleveland, Ohio.—Increased 12 cents per hour to establish wage rates of 67 cents per hour for first three months service men, 70 cents per hour to the next nine months service, and 72 cents per hour thereafter, with overtime paid at the rate of time and one-fourth. (This increase in wage is now under protest and in court. The wage increase was obtained by an award of board of arbitration.)

Division No. 279, Ottawa, Ont.—Rates increased one cent per hour, establishing rates of 45 cents per hour for first year service men, 47 cents per hour for the second year, 48 cents for the third year, and 50 cents per hour for those of three years of service. Sunday and holiday work paid at the rate of time and one-fourth, and overtime work at the rate of time and one-half.

Division No. 281, New Haven, Conn.—Rates increased 3 cents per hour, establishing rates of 53 cents per hour for first 3 months service men, 56 cents for the next nine months, and 60 cents per hour thereafter, with 7 cents per hour additional for one-man cars and time and one-half for overtime.

Division No. 293, Marion, Ill.—Rates increased to conductors 3¼ cents per hour, with readjustment of motormen's rates pending. Present rates are: 83½ cents per hour.

Division No. 308, Chicago, Ill.—Rates increased 2 cents per hour, effecting rates of 77 cents per hour to regular motormen and to extra motormen for first 3 months, 71 cents, next 9 months, 72 cents, and thereafter, 77 cents. Extra conductors, for first year, 70 cents, thereafter, 72 cents. Regular conductors 72 cents per hour.

Division No. 381, Butte, Mont.—8 cents per hour increase to first six months men, 5 cents per hour to the second six months, creating wage rates of 65 cents per hour on two-man cars, and 75 cents per hour upon one-man cars.

Division No. 388, Newburgh, N. Y.—Increase about 10 cents per hour. Rates were changed from hourly rate to \$5. per day for not to exceed nine hours. The former rate was 40 cents per hour.

Division No. 421, Mt. Carmel, Pa.—Rates increased 3 cents per hour, establishing rates of 51 cents per hour for first year service, and 58 cents per hour to those of more than one year of service.

Division No. 425, Hartford, Conn.—Rates increased 3 cents per hour, establishing rates of 53 cents per hour for first 3 months service, 56 cents for the next 9 months, and 60 cents per hour to those of one year of service, with 7 cents per hour added for one-man cars, and time and one-half for overtime.

Division No. 441, Des Moines, Ia.—Rates increased 3 cents per hour. Present rates first 3 months service, 53 cents; next 9 months, 56 cents; to those of one year of service, 59 cents. Overtime paid at the rate of time and one-half.

Division No. 443, Stamford, Conn.—Rates increased 3 cents per hour, establishing wage rates of 53 cents for the first 3 months service men, 56 cents for the next 9 months, and 60 cents per hour thereafter, with overtime paid at time and one-half and 7 cents per hour additional for one-man cars.

Division No. 448, Springfield, Mass.—Rates increased 10 cents per hour, establishing wage rates of 58 cents per hour for first 3 months service men, 63 cents for the next 9 months, and 68 cents per hour thereafter, with overtime at the rate of time and one-half and 8 cents per hour additional for one-man car operators.

Division No. 459, Bridgeport, Conn.—Rates increased 3 cents per hour, establishing wage rates of 53 cents per hour for first 3 months men, 56 cents for the next 9 months and 60 cents per hour thereafter, with 7 cents per hour added for one-man cars; overtime, time and one-half.

Division No. 469, Derby, Conn.—Rates increased 3 cents per hour, establishing wage rates of 53 cents per hour for first 3 months men, 56 cents for the next 9 months, and 60 cents per hour thereafter, with 7 cents per hour added for one-man cars; overtime, time and one-half.

Division No. 476, Norwalk, Conn.—Rates increased 3 cents per hour, establishing wage rates of 53 cents per hour for first 3 months men, 56 cents for the next 9 months, and 60 cents per hour thereafter, with 7 cents per hour added for one-man cars; overtime, time and one-half.

Division No. 479, Middletown, Conn.—Rates increased 3 cents per hour, establishing wage rates of 53 cents per hour for first 3 months men, 56 cents for the next 9 months, and 60 cents per hour thereafter, with 7 cents per hour added for one-man cars; overtime, time and one-half.

Division No. 481, Port Chester, N. Y.—Rates increased 3 cents per hour, establishing wage rates of 53 cents per hour for first 3 months men, 56 cents for the next 9 months, and 60 cents per hour thereafter, with 7 cents per hour added for one-man cars; overtime, time and one-half.

Division No. 489, Dalton, Pa.—Rates increased 3 cents per hour, establishing rates of 55 cents per hour for first 3 months of service, 58 cents per hour for the next 6 months of service, with 60 cents per hour thereafter, and 5 cents per hour additional for one-man cars. Overtime, time and one-half, with time and one-half for regular men on holiday work.

Division No. 496, Pittsfield, Mass.—Rates increased 3 cents per hour, establishing wage rates of 53½ cents for the first year, 56½ cents for the second year, and 60 cents to those of two years of

service, with 6 2/3 cents per hour additional for one-man cars.

Division No. 507, Marengo, Ill.—Rates increased 2 cents to 6 cents per hour, establishing wage rates of 44 cents per hour for first 6 months service, 46 cents per hour for the second six months, and 48 cents per hour thereafter.

Division No. 513, Bartonville, Ill.—Rates increased 2 1/2 cents per hour, establishing rates of 65 cents and 66 1/2 cents per hour.

Division No. 570, Waterbury, Conn.—Rates increased 3 cents per hour, establishing rates of 53 cents per hour for first 3 months men, 56 cents for the next 9 months, and 60 cents per hour thereafter, with 7 cents per hour added for one-man cars; overtime, time and one-half.

Division No. 689, Washington, D. C.—Rates increased 8 cents to new men, and 2 cents to others, establishing rates of 52 cents per hour for first 3 months service men, 56 cents per hour to the next 9 months of service, and 58 cents per hour to those of more than one year of service, with overtime at time and one-half.

Division No. 692, Hartford, Conn.—Wage rates increased 3 cents per hour. (Shop Repairmen's Local.)

Division No. 694, San Antonio, Texas.—Rates increased 3 1/2 and 5 1/2 per hour, establishing rates of 50 cents per hour upon two-man cars, 55 cents per hour upon one-man cars and busses, with overtime at time and one-half, and pay for uniforms.

Division No. 700, North Cobalt, Ont.—2 1/2 cents per hour increase, creating wage rates of 40 cents per hour for the first 3 months service men, 42 1/2 cents per hour for the second three months, 45 cents per hour for the second six months, 47 1/2 cents per hour for the third six months, and 50 cents per hour thereafter; time and one-half for overtime.

Division No. 713, Memphis, Tenn.—Three cents per hour increase, creating wage rates of 45 cents per hour for first year service men, 50 cents for the second year, and 55 cents per hour thereafter; time and one-half for overtime.

Division No. 717, Manchester, N. H.—Five cents per hour increase, establishing wage rates at 50 cents per hour for first 3 months service men, 55 cents per hour for the next 9 months service, and 60 cents per hour thereafter, with time and one-half for overtime, and 7 cents per hour additional for one-man cars.

Division No. 732, Atlanta, Ga.—Three cents per hour increase, establishing wage rates of 43 cents per hour for first 9 months of service, 48 cents per hour for the second 9 months, and 51 cents per hour thereafter, with time and one-half for overtime.

Division No. 738, Hamilton, O.—Five cents per hour increase on the City Lines and 4 cents per hour increase on interurban lines, establishing wage rates of 46 cents per hour for first 3 months service men, 48 cents per hour for the next 9 months and 50 cents per hour thereafter upon city lines, and 48 cents per hour for first 3 months, 50 cents per hour for the next 9 months, and 52 cents per hour thereafter upon interurban lines.

Division No. 790, Montreal, Que.—Three cents per hour increase, establishing rates of 42 1/2 cents per hour for first year of service, 47 cents per hour for the second year, and 51 cents to those of two or more years of service, with time and one-half for overtime. Five cents per hour in excess of the rates quoted for the operation of busses and one-man cars.

Division No. 805, East St. Louis, Ill.—(Interurban) 2 1/2 cents and 3 cents per hour increase, establishing wage rates of 52 1/2 cents per hour for first 3 months, 55 1/2 cents per hour for the next 9 months, 57 cents per hour for the next 6 months, 58 1/2 cents per hour for the next 3 months, and 59 cents per hour to those of 21 or more months of service. One-man car operators 5 cents per hour additional. Overtime paid at time and one-half.

Division No. 809, Zanesville, O.—Five cents per hour increase, effecting wage rates upon city lines of 39 cents per hour for first 3 months, 44 cents per hour for the next 9 months, and 49 cents per hour thereafter, with 3 cents per hour additional for one-man cars. Interurban rates, first 3 months, 41 cents per hour, next 9 months, 46 cents per hour. Thereafter, 52 cents per hour, to motormen and conductors, and freight brakemen 40 cents per hour.

Division No. 839, Newark, O.—Five cents per hour increase, establishing wage rates on city lines of 39 cents per hour for first 3 months, 44 cents per hour for next 9 months, and 49 cents per hour thereafter, with 3 1/2 per hour additional for one-man cars. Interurban rates: First 3 months, 41 cents per hour; next 9 months, 46 cents per hour, thereafter, 52 cents per hour, to motormen and conductors, and 40 cents per hour to brakemen.

Division No. 857, Green Bay, Wis.—Rates increased 7 cents per hour, effecting rates on one-man car, 47 cents per hour for first six months, 48 cents per hour for the second six months, 50 cents for the second year, and 52 cents per hour to those of two or more years of service, with overtime at time and one-half.

Division No. 883, Everett, Wash.—Rates increased 5 cents, 6 cents and 7 cents per hour, effecting wage rates of 55 cents per hour for first six months service, 58 cents per hour for the next year of service, and 61 cents per hour thereafter, with time and one-half for overtime, and 4 cents per hour additional for one-man cars.

Division No. 942, Honolulu, T. H.—Three cents per hour increase effecting wage rates of 47 cents per hour for first six months service men, 50 cents for the second six months, 53 cents for the second year, 55 cents for the third, fourth, fifth and sixth years, 56 cents for the seventh year, 57 cents for the eighth year, 58 cents for the ninth year, 59 cents for the tenth year, and to those of ten or more years of service, 60 cents per hour. Overtime, time and one-half.

Division No. 947, Morristown, N. J.—Five cents per hour increase, establishing rates of 50 cents per hour for first 3 months service men, 53 cents for the next 9 months of service, and 55 cents thereafter, with time and one-half for overtime.

Division No. 960, LaSalle, Ill.—Wage rates increased an average of 4 1/2 cents per hour, creating a rate of 43 1/2 cents per hour.

Division No. 966, Ft. William and Port Arthur, Ont.—Rates increased 2 cents per hour, establishing rates of 45 cents per hour for first six months service, 48 cents per hour for the next 18 months, and 50 cents per hour to those of two or more years of service, with one-man car operators 7 1/2 cents per hour additional.

The further subjects contained in the semi-annual report of the International President as presented to the General Executive Board at this time were referred to the Board for consideration and action and will appear in the resolutions and enactments of the Board, as hereinafter given.

Embraced in these features of the report were death, disability and old age benefit claims submitted to the Board for action, together with decisions on appeals and appeals to the General Executive Board, and other miscellaneous subjects requiring the attention and action of the Board.

Rulings and Decisions of the General Executive Board

Submitted to the Board, were death, disability and old age benefit claims, which were acted upon as follows:

Disability Claims and Decisions Thereon

Submitted to the Board was a claim for Disability Benefit in the interest of Member Jos. Edwin Bane of Division No. 103, Wheeling, W. Va.

The record in submission with the claim was that Member Jos. Bane became a member of the Association, through Division No. 285, Steubenville, O., June 22, 1911, and transferred to Division No. 103, in December, 1920, having been in membership some 13 years, and was 70 years of age at the time of making application for Disability Benefit. The evidence showed that disability was due to apoplexy caused by a mental shock resultant from a near serious accident, while in the service as a motorman. The evidence was clear that the member was totally disabled, both mentally and physically. The Board enacted to approve the claim for payment.

Application for disability benefit in the interest of Member J. C. Conley, of Division No. 52, East Liverpool Ohio, together with the evidence accompanying the claim was submitted to the Board for its action.

The record and evidence accompanying the claim were in effect that Member Conley became a member of the Association through Division No. 52, May 9, 1903 having been in membership some more than 21 years, and was 61 years of age at the time of filing claim for disability benefit. He was employed as a motorman. The claim was based upon disability from high blood pressure and varicose veins. The evidence was in effect that he was totally incapacitated for further employment. The only evidence associating the disability with the occupation was a physician's certificate charging that the "trouble was occupational." The Board deferred full consideration of the claim to await definite evidence as to the cause of the ailments creating the disability.

Application for disability benefit in the interest of Member R. B. Brooke, of Division 192, Oakland, Cal., together with the evidence thereon, was sub-

mitted to the Board for its consideration and action. The records showed Member Brooke to have become a member of the Association through Division No. 192, February 9, 1909, being in membership some 15 years, at the time of filing application for disability benefit. The evidence was in effect that disability occurred October 1, 1922. Applicant was 61 years of age at the time of making application. The application for disability benefit was based upon Chronic Inflammatory Rheumatism and Abscessed Bronchial Tubes. Physician's certificate accompanying the claim was that Brother Brooke "is unable to follow the duties of his provision (street car conductor) because of a Chronic Arthritis of the joints of both lower extremities, caused by exposure, due to the duties of his profession." Further evidence was in submission of the total disability of this brother and his irretrievable afflictions, charged to be of a nature resultant from the occupation. The Board enacted to approve the claim for payment.

Claim for disability benefit in the interest of Member Robert H. Furman, of Division No. 192, Oakland, Calif., was submitted to the Board for its consideration and action. Together with the claim were the record and evidence to the effect that Member Furman became a member of the Association through Division No. 192, July 10, 1902, thus being of some 22 years membership at the time of filing application for disability benefit. The claim was based upon disability from organic kidney and heart disease, strokes of apoplexy and the falling from a scaffold while working on repairs to his home on the last day he was employed at his occupation, as a motorman. Physician's certificate certified that Brother Furman was suffering from organic kidney and heart disease, and organic changes in the brain due to apoplexy, being totally disabled. There was no evidence before the Board associating the disability as resultant from an accident in employment in the street railway service, as required by Section 102 of the Constitution and General Laws permitting payment of disability benefits, and the Board enacted that the claim be not allowed.

Application for disability benefit in the interest of Michael P. Dawson of Division No. 238, Lynn, Mass., with the accompanying record and evidence was submitted to the Board for its consideration and action. Brother Dawson became a member of the Association through Division No. 238, April 25, 1902, having been a member some 22 years upon filing application. The certification was to the effect that disability occurred June 2, 1922, and that the brother was compelled to give up employment February 7, 1924. Age of claimant at the time of filing the application was 62 years. He was a motorman in the employ of the Eastern Massachusetts Railway. The disability was based upon enlarged heart and chronic infectious rheumatism, to which was certified by an examining physician. Another physician's certification was that Brother Dawson had been under his care since April, 1920, and at present is unable to work. There was no evidence associating the basis for the application with any accident in the street railway service, as required by Section 102, of the Constitution and General Laws to permit payment of the claim, and the Board enacted to disapprove the claim.

Claim for disability benefit in the interest of Member Lorenzo C. Gayetty, of Division No. 240, Chelsea, Mass., together with the record and evidence bearing thereon was submitted to the Board for its consideration and action. The evidence was in effect that Brother Gayetty became a member of the Association through Division No. 240, November, 1913, having been a member some more than ten years and was 70 years of age at the time of filing the application for benefit. His employment was that of carpenter for the Eastern Mass. Railway. Claim for disability benefit was based upon suffering from Cardio-Renal disease and being broken down in constitution. Certifications of physicians were to the effect that Brother Gayetty is incapacitated for heavy work. There was no evidence associating the disability in service with street railway employment, and the Board enacted to disallow the claim.

Submitted to the Board for its consideration and action was a claim for disability benefit in the interest of Member J. E. Thomas, of Division No. 398, Boise, Idaho, together with the record and evidence accompanying the case. The Brother became a member of the Association through Division No. 398, July 7, 1906, and is a member of some 18 years standing. He was fifty years of age at the time of filing application and was employed as a conductor on the Boise Valley Traction Co. Line. The application was based upon general decline in health, impaired sight and hearing, loss of weight and

strength, stomach and bowels not properly working, and disability gradually coming on for the past 12 or 13 years. Certification of Dr. E. L. Crouch was in effect that Brother Thomas is suffering from Tabes Dorsalis; that the disability in his opinion, was resultant from specific infection in 1899, while in service in the Spanish American War. The affliction is commonly known as locomotor ataxia, alleged to be of tubercular origin. There being no evidence that the disability was resultant from accident or service in street railway employment, the Board recognized that payment of the benefit is not permissible under Section 102 of the Constitution and General Laws and enacted that the claim be disallowed.

Claim for disability benefit, record and evidence thereof in the interest of Member John S. Sherman, member of Division No. 235, Brockton, Mass., was submitted to the Board for its consideration and action. The record shows appellant Sherman to have become a member of the Association through Division No. 235, April 18, 1902, having been a member some more than 22 years. At the time of making application he was 53 years of age, and was employed as operator on the Eastern Mass. Railway. Disability was based on an attack of cerebral hemorrhage, while on duty. Physicians' certifications were in effect that the disabled member is suffering from one sided paralysis and is permanently disabled. There was no evidence that the cerebral hemorrhage resulted from any accident or injury sustained in the occupation, as required by the Constitution and General Laws, Section 102, permitting payment of disability benefits, further than an inference that it may have resulted from a falling from an open car, that occurred several years ago, thus placing the case in this respect beyond the privilege of the law of the Association in granting disability benefits. The Board enacted that the claim be disallowed.

Application for disability benefit, together with the record and evidence in the interest of Member Wm. H. Jones, of Division No. 26, Detroit, Michigan, was submitted to the Board for its consideration and action. The record shows that Brother Jones became a member of the Association through Division 26, 31 years ago. Disability occurred February 6, 1922. Claimant's age at the time of making application was 69 years. The claim was based upon disability resulting from a fall into an elevator pit while applicant was engaged as an inspector on the Board of Health of the City of Detroit, and while making an inspection in a wholesale grocery store, thus removing the case from within the scope of the law permitting the granting of disability benefits. The Board enacted that the claim be disallowed.

Claim for disability benefit in the interest of Member Patrick J. Daly, Division No. 240, Chelsea, Mass., was submitted to the Board for reconsideration upon petition of the Local to President Edw. M. Lawton and Secretary Wm. E. Butland. This case had been before a previous meeting of the General Executive Board and disallowed from lack of evidence as to the cause of disability, there being no question about the total disability of the member. Additional evidence was submitted in the case, showing that the disability resulted from an accident. The Board re-opened the case for further consideration, with the added evidence, and enacted to approve the claim for payment.

FUNERAL BENEFIT CLAIMS

Submitted to the Board was an application for Funeral Benefit upon the death of late Member G. H. Collins, Div. No. 308, Chicago, Ill. The record and evidence was in effect that deceased became a member of the Association through Division No. 308, October 2, 1908, and was employed as a gateman for the Chicago Elevated Railway. The evidence was in effect that the member had left Chicago on a visit to his old home in the State some two years since, and had never been found since, and that the court had declared him dead, due to extreme age and incapacitation at the time he undertook this visit to his old home. The evidence was regarded as sufficient to establish the fact of his death. The Board enacted to approve the claim for payment.

Application for Funeral Benefit upon the death of Late Member Thomas Priel, Division No. 240, Chelsea, Mass., and the record and evidence therewith were submitted to the Board for consideration. This was a petition for re-opening the case, which had been disposed of at a previous meeting of the General Executive Board. Deceased became a member of the Association through Division No. 240, November 1, 1917. His death occurred February 26, 1922. The cause of death was extensive burns of the body undergone while employed as a station-

ary fireman for the Cambridge Rubber Co., and was the result of an accident. In passing upon the case at the previous Board Meeting, the Board had taken into consideration the then Section 85, of the Constitution and General Laws, which provides: "Upon benefits they will be entitled to death benefits where death occurs from natural causes, but will not be entitled to death benefits occurring from accidents in other lines of employment, except that of street and electric railway work." This was regarded as a protection to the Association from claims for benefits resulting in hazardous undertakings, or employment, after members left the street railway service, as members thus employed are entitled to Funeral Benefits only when death occurs from natural causes. No refuting evidence as to the cause of death accompanied the petition for re-opening the case, and the Board declined to re-open it, as there was nothing further to consider in connection with it.

Old Age Benefits

Submitted to the Board for its consideration and action was an application for an Old Age Benefit in the interest of Member Charles Wm. Nye, Division No. 192, Oakland, Calif., together with the record and evidence thereon. The record showed that Applicant Nye became a member of the Association through Division No. 192, July 10, 1902—a member some 22 years—and at the time of making application had reached the age of 66 years. The evidence was in effect that deceased was so afflicted from arthritis that he was compelled to give up employment November 10, 1910, less than nine years after he became a member, and more than eleven years before he had attained twenty years in membership, and some more than two years before he attained the age of 65. The Law of the Association governing payment of Old Age Benefits is that: "Persons who leave the street railway service before having reached twenty years of continuous membership in this Association are not entitled to and cannot make claim for Old Age Benefits. . . . If they continue their membership after leaving street railway service they are only entitled to Death Benefits." It was regarded by the Board that this Section is prohibitive of paying this type of Old Age Benefit Claim and it was enacted that the claim be disallowed.

Claim for Old Age Benefit in the interest of Member Fred Wm. Thomas, Div. No. 240, Chelsea, Mass., together with the record and evidence, was submitted to the Board for consideration. The record shows applicant to have become a member of the Association through Division No. 240, January 30, 1904, and at the time of filing application was nearly 73 years of age. He was a motorman in the employ of the Lynn and Boston Railway and by disability was required to retire from the service January 15, 1922, when but 18 years in membership, whereas Section 107 requires continuous membership of twenty years at the time of retiring from the service, to be eligible to the Old Age Benefit. The Board enacted that payment of the claim be disallowed.

Submitted to the Board for its consideration were decisions of the International President upon appeals of Members Leslie Caldwell, Division No. 26, Detroit, Mich.; Julian Johnson et al, Div. No. 308, Chicago, Ill.; H. W. Clarke, Division No. 582, Utica, N. Y.; Anthony Lynch, Division No. 788, St. Louis, Mo.; J. H. Coleman, Division No. 618, Providence, R. I.; John H. Garrity, et al, Division No. 589, Boston, Mass.; John H. Briggs, Division No. 618, Providence, R. I.; David Robertson and James White, Division No. 101, Vancouver, B. C.; and John J. Brennan, Division No. 618, Providence, R. I. These appeals were of a local nature and the decisions of the International President thereon, respectively, were approved by the Board.

Submitted to the Board for its consideration and action was a decision on appeal by Board Member McMorrow, upon the appeal of Member C. O. Smith, et al., of Akron, Ohio, which decision was approved by the Board. This was also of a local nature.

Appeals to and Decisions thereon, by G. E. B. Submitted to the Board for its consideration and action was an appeal of Member Frank J. Creedon, Division No. 582, Utica, N. Y., and was taken from a decision rendered upon the case by the International President upon a subject of seniority as applying to members of Utica Local bearing on rights on the Oneida Interurban, and the Oneida City Lines, and which was of a nature Local, involving the subject of an appeal of Member H. W. Clarke, the decision upon which by the International President was approved. Appellant was of junior seniority rights to appellant Clarke, in accordance with the seniority provisions applicable in the two cases, and

the Board enacted not to sustain the appeal of Appellant Creedon.

Submitted to the Board for its consideration and action was an appeal from Member C. E. Margeson of Division No. 261, Lawrence, Mass. Appeal was taken from a decision of the International President bearing upon restoration of seniority rights to the applicant, who had been returned to employment after an interim following dismissal from the service. The Local, upon his return to service, had voted the member his former seniority, from which appeal was taken by junior members, on the basis that appellant Margeson had accepted his previous dismissal without protest through the organization, and therefore should be returned without seniority. In the appeal before the Board there was evidence that immediately following his dismissal, appellant had sought the intervention of the Local. This evidence, however, was not before the International President at the time of his decision upon the case. The Board enacted to return the appeal to the International President for further investigation as to the authenticity of the evidence that the dismissed member had placed his case with a Division Association Officer, or officers.

Submitted to the Board for its consideration and action was an appeal of Brother T. F. Nelson and 26 other members of Division No. 89, New Castle, Pa. This appeal involved the question of the right of seniority of Member A. R. White, who had been absent from the service in a try-out of another employment and had returned to resume his employment with the New Castle Street Railway. The appeal was based on the assumption that Member White had been absent without the intervention of the Local and had, therefore, sacrificed his previous seniority. The evidence was clear that the officers of the Local had intervened to obtain Member White leave of absence to try out the new position. The case had been investigated by G. E. B. Member P. J. Shea, a report made thereon bearing out the evidence before the Board of intervention on the part of the officers of the Local, in behalf of the leave of absence, and upon which First Int. Vice-President Wm. B. Fitzgerald had sustained the restoration of seniority to Member White. Evidence showed that Division No. 89, at a stated meeting was in full accord with granting a period of absence longer than the prescribed ten days, for Brother A. R. White, with full knowledge of why the absence was sought. The Board enacted not to sustain the appeal.

Submitted to the Board for its consideration and action was an appeal of Member Patrick Walsh, Sebastiano Grande, Geo. Fraussell, Henry S. Delaney, R. J. Burchill, J. A. Rose, Pietro Sigismonti and Leroy P. Osborne, Division No. 589, Boston, Mass., for its consideration and action. This appeal involved the seniority rights of appellants and others, which had been determined upon by the Local Division on the principle of railway division seniority. The basis of the appeal was for line seniority in the matter of transfer from one station to another in two separate street railway divisions. The Local in its action upon the case held that to grant the petition of appellants would be in violation of the division seniority that existed. This had been sustained by the decision of the International President, from which an appeal was taken to the Board. The evidence before the Board was regarded as sustaining the decisions of the Local and International President in the case and the Board enacted not to sustain the appeal.

Miscellaneous Enactments and Rulings

Submitted to the Board for its consideration and action was the charge of misconduct on the part of a member of Division No. 589, Boston, Mass., in effect charging that the member was guilty of violations of his Obligation to the Association, giving as a specific charge that the said member and designedly and purposely interfered with and endeavored to obstruct the processes of negotiating of a renewal of agreement, in which course he openly heaped ridicule and abuse upon the officers and agreement committee, representing the Local in the negotiations with the employing company, and included in his characterization the International Officer detailed upon petition to assist the Local in agreement negotiations. His charges against the committee were in line with indicting them for duplicity in handling the affairs of the Association, thus endangering the possibilities of agreement attainment to the membership and violating the obligation "to work to promote the best interests of this Association," as well as that part of the obligation which commits the member not to "slandor or abuse the officers or members" and other features of the obligation. The evidence before the Board in this case showed that

through solicitation, the International President had endeavored to intervene in an adjustment of the situation but received no co-operation or encouragement of adjustment at the hands of the violating member. With the record and evidence before it, the Board sensed that the charges of slanderous and wilful traducing and alleged wilful aspersions were designed to influence the members of the Local in opposition to the regular procedure of the officers and committee working upon agreement work, and to dissuade from them the support and concurrence of the membership in the way of creating a lack of associate confidence in the conduct of the affairs of the Division Association, and that the Local should be relieved of such obstructive and deterrent intrusions, and the Board suspended the offending member until such time as he may retract his alleged wrongdoings in writing to the General Executive Board, or supply evidence contradictory to the sustaining of the evidence before the Board.

A special report was made to the General Executive Board explaining a situation embarrassing the progress of Division No. 26, members of which are employed upon the Municipally owned and operated lines of Detroit. This report showed to the Board that the Street Railway Commission, with the influence of the Acting Mayor Joseph Martin, had taken advantage of a situation that placed the Acting Mayor in control to, in line with a movement of certain employing corporations throughout the country, embarrass, and if possible, destroy the American Labor Movement, of which the employees upon the Municipal Lines are a part, through membership in Division 26, of the Amalgamated Association, and in this way the said Commission and Acting Mayor Martin had undertaken to inject Detroit street railway fares into machine politics control, hopeful that antagonism of the Trade Union Movement and antagonism of the employees, as members of the Trade Union Movement would invite public support of the program designed, and endeavoring to be carried out by the Acting Mayor, who had announced himself as a candidate for Mayor, and his Street Railway Commission, the Commission being comprised of three men whose interests and inclinations align them as of the antagonists of organized labor. The report showed the endeavor of the Railway Commission and management and Acting Mayor Martin to involve the property in a strike by refusal to entertain representatives of the employees in an endeavor to continue and modify collective agreement relations and the course of the members and their representatives in their purpose to protect the city and public from the designed strike or suspension of service situation by entering the Circuit Court of Wayne Co. upon a petition for mandamus directing the Street Railway Commission to comply with the City Charter, which provides for arbitration of disputes and also to conform with the agreement worked out and published by the Commission as of date of February 7, 1923. The report showed that the mandamus order was issued by the court thus sustaining the position of the Detroit Street Railway men, but that this decision had been ignored through a design to circumvent it by appeal to the State Supreme Court, with the Commission hopeful that in the meantime the Local would disband and the election for former Acting Mayor Martin could be accomplished as an assurance of maintaining the disruptive policy of the Commission. The General Executive Board adopted a motion fully in concurrence with the policy of the Detroit Street Railway Employees, and instructed the International Officers to render such assistance as might be regarded necessary in sustaining the Detroit municipally employed street railway men in their endeavor to retain collective pursuit in the interest of their labors, and in the interest of perpetuating and making successful municipal ownership in Detroit.

Submitted to the Board was a report that various Locals of the Amalgamated Association throughout the State of Michigan had endorsed Gov. Alex Groesbeck's candidacy for a third term as Governor of Michigan, he being at the time a candidate for re-nomination and election. The Board enacted to approve this course of the Michigan Locals of the Association.

The Board granted its approval for an appropriation of \$200 to assist the A. F. of L. Non-partisan Political Campaign.

Submitted to the Board was an appeal from Railway Shop System Federation No. 90 of the Pennsylvania Railway Shop Workers for financial assistance in their endeavor to maintain upon that system, the System Federation at the present time being in the courts upon an appeal in an endeavor to compel the

Pa. Railway to observe rulings and decisions of the Federal Railway Labor Board. The Board referred the appeal to the International President for investigation.

The Board enacted to approve an appropriation for assistance of the Edmonton, Alta. Trades and Labor Council to the amount of \$25. to assist that body in an organizing campaign.

Submitted to the Board was a report on the Indianapolis injunction Case that had been long pending and which was handled in behalf of the Association by Attorney Sol. M. Earey reporting that the cases had been disposed of. The final case was brought by the Indianapolis Traction and Terminal Company against John H. Reardon (G. E. B. Member) et al. This case was started in 1918. Accompanying the report was a bill for \$1,250 balance due on attorney's fees. The board directed that a record be made of the report of the final disposition of the case and that the bill for attorney's fees be approved for payment.

Submitted to the Board for its consideration and action was a decision for the consolidation of Division No. 909, St. Louis, Mo. and 913, Granite City, Ill. Reports were made upon this situation by Board Members McMorrow and McGuire. After the hearing of all of the statements, and in considering the petition, it was decided that it was the sense of the Board that permission for the consolidation of the two Locals should not at present be granted and the International President was so instructed.

Submitted to the Board was the resignation of Fourth International Vice-President Wm. P. Jennings who is a member of Division No. 279, Ottawa, Ont., in which retiring Vice-President Jennings explained that new enterprises in which he was entering made it necessary for him to resign his position as an International Officer. However, he expressed his purpose to maintain his membership. In receiving the resignation of Vice-President Jennings it was recognized that two vacancies upon the roster of International Vice-President had been created by the resignation of Brothers Jennings and Thomas P. Shine, of Boston, Division 589, and consideration was given to the advisability of filling the two vacancies through the election of two Vice-Presidents, by the Board. After considerable deliberation upon the subject it was resolved to be the sense of the Board that the filling of these two vacancies upon the roster of the International Officers should be referred to the next succeeding regular convention to be held in Montreal in September, 1925.

As a matter of record, approvals of remission of per capita tax were made to financially assist certain Locals that became embarrassed in their agreement processes and otherwise, as follows: Remission of per capita tax to Division No. 779, Sioux City, Iowa, for the month of May, 1924; remission of per capita tax to Division No. 240, Chelsea, Mass., for the month of March, 1924; remission of per capita tax to Division No. 762, Aberdeen, Wash., for the months of January, February and March. Upon the report of the strike situation involving Division No. 759, Lima, Ohio, which showed that further assistance should be extended to this Local by the International, it was enacted that the Local should be assisted by further omission of per capita tax pending this endeavor to restore the right of collective agreement.

Submitted to the Board by President Samuel Gompers of the A. F. of L. was a petition for conference between the Amalgamated Association of Street and Electric Railway Employees of America, and the Machinists' International Union and the Brotherhood of Team Drivers, upon jurisdictional questions. The appeal set forth that complaints were being made by the Machinists' Union and the Team Drivers Brotherhood that the Amalgamated Association is trespassing upon the jurisdiction of those two organizations by accepting into membership as members of the Amalgamated Association, applicants who are eligible and rightfully belong to the Machinists' Union and Team Drivers Brotherhood. That a jurisdictional understanding might be effected between the Machinists Union and the Association, and the Brotherhood of Teamsters and the Amalgamated Association, a committee on jurisdictional adjustment was appointed in compliance with the petition of President Gompers, comprising Board Members Shea, Reardon and Reeves, and First Int. Vice-President Wm. B. Fitzgerald, with instructions to the Secretary to so notify Samuel Gompers of the A. F. of L.

Considerable discussion was indulged upon subjects of insurance benefits, and the question of framing and recommending an Association policy along that line. As a result, a committee was ap-

\$30⁰⁰ Suit FREE



We make this amazing offer because we want a man in each community to wear and advertise and take orders for our fine tailoring. The suit we furnish agents costs \$90.00 wholesale. Your local tailor would have to charge you \$50.00 but you can get it without a dollar of expense. We even pay delivery charges.

Agents J. R. Thompson, Ky. writes. "Received my free suit. Wanted Thanks. I feel like I stole it. Made \$110.00 the first month." Mail us your name and address today. Just write "Send me without obligation, measuring chart and full information about your wonderful free suit offer."

AMERICAN WOOLEN MILLS COMPANY
Dept. 5001 Established 1888 Chicago

pointed comprising Int. Treasurer L. D. Bland, and Board Members McMorrow and Reeves to investigate the subject and report at a later Board Meeting.

The financial records of the Association showed to be held in escrow for dissolved Local No. 907, Ashtabula, Ohio, for more than one year, the sum of \$25.67. The Board directed that this fund be transferred to and become a part of the Death, Disability and Old Age Benefit Fund.

Audit Report

The audit of the books and accounts of the General Office, by instructions of the General Executive Board, was made by the Englehart Company of Detroit, and the books and accounts and audit report were reviewed and investigated by a special committee comprised of Board Members Shea, Welch and Reardon, who made the audit report, studied and accepted by the General Executive Board.

Audit Recapitulation

A recapitulation of the audit gave the following statements:

Balance on hand, cash and assets Jan. 31, 1924.....	\$1,177,998.35
Receipts February 1, to and including July 31, 1924.....	525,601.75
Total.....	\$1,703,600.10
Expenditures Feb. 1, to and including July 31, 1924.....	\$ 452,455.02

Balance, Cash and assets July 31, 1924, \$1,251,145.08

Of the \$1,251,145.08, cash and assets, is shown to be \$341,997.69 cash and deposits, the depositories being the Peoples State Bank of Detroit, First National Bank of Detroit, National Bank of Commerce, Detroit, Commercial State Savings Bank Detroit, and Bank of Montreal, Windsor, Ont., including a cash deposit of \$176.38 mailing deposit at the Detroit Post Office; \$72,739, real estate—Association Headquarters and factory building, Detroit, Mich.; \$9,562.91, Headquarters furniture, equipment and supplies.

The balance of \$836,845.48 comprises investments in government bonds, notes and debentures, State and Municipal Bonds and Mortgage Bonds, included within which is a \$1,000 Bond upon the Toledo Labor Building, \$175 stock in the Central States Co-operative Wholesale Society, \$2,634.56 accounts receivable, and \$50 loans to Local Divisions. In the investments are \$352,100 in U. S. Government Bonds and notes; \$92,500 in Dominion of Canada Bonds; \$40,000 Michigan State Bonds; \$1,000 North Dakota State Bonds; \$40,000 Prov. of Ontario Bonds;

To Make Rich Red Blood

Revitalize your worn-out exhausted nerves and increase your strength and endurance

take Organic Iron; not metallic iron which people usually take, but pure organic iron—Nuxated Iron—which is like the iron in your blood and like the iron in spinach, lentils and apples. One dose of Nuxated Iron is estimated to be approximately equivalent (in organic iron content) to eating one-half quart of spinach, one quart of green vegetables or half a dozen apples. It is like taking extract of beef instead of eating pounds of meat. Nuxated iron is partially predigested and ready for almost immediate absorption and assimilation by the blood, while metallic iron is iron just as it comes from the action of strong acids on small pieces of iron filings.

Millions of people are using Nuxated Iron. It will not injure the teeth nor disturb the stomach. A few doses will often commence to enrich your blood. Your money will be refunded by the manufacturers if you do not obtain satisfactory results.

Beware of substitutes. Always insist on having genuine organic iron—Nuxated Iron. Look for the letters N. I. on every tablet. Sold by all druggists.

NUXATED IRON

For Red Blood, Strength and Endurance

\$5,200.06 investment in Findlay, Ohio, improvement bonds; \$5,120.98 investment in Niles, O. bonds; \$15,000 Windsor, Ontario, debentures; \$6,000 Niagara Falls, Ont. Bonds; \$10,000 Ecorse Tp. Michigan school bonds; \$12,064.88 Woodmere, Mich. village bonds; \$4,000 New York Call Bonds; \$240,000 Realty Mortgage Bonds.

To add to the cash and assets balance at the General Headquarters was \$1,176.45 shown to be on deposit to the credit of the Association in the Central Trust Co. of Illinois Bank as a balance in the Union Leader of Chicago account, which makes the total balance in cash and assets of the Association \$1,252,321.53.

Included within the item of expenditures—\$454,968.96—is represented \$341,538.55 in payments from the Death, Disability and Old Age Benefit Fund. This item represents in excess of 75% of the total expenditures.

During this six months audit period ending July 31, 1924, there were paid 516 death benefits, aggregating \$310,655.40; an average of \$602.00 per claim. Ten disability claims were paid aggregating \$6,050.00 or an average of \$605 per claim. Thirty-one old age benefits were paid aggregating \$24,800. Old age benefits are paid at the rate of \$800 per claim.

There were paid a total of 557 claims from the Benefit Fund, averaging \$613.12 per claim.

Within the year ending July 31, 1924, the Association paid from the Death, Disability and Old Age



Do Not be Imposed Upon

No shoes are Union Made, under our Fair Arbitration Contract, except those having this stamp.

INSIST upon having them for The Whole Family.

BOOT AND SHOE WORKERS' UNION

246 Summer St., Boston, Mass.

Collis Lovely, Pres.

Charles L. Baine, Sec.-Treas.

Rapid Ready Change Maker

LEVER OPERATED

(Model 1921)

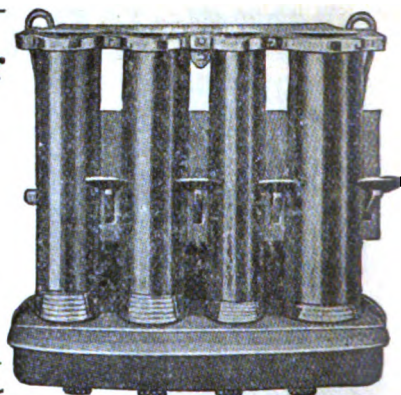
After twenty-five years experience manufacturing change carriers, being the first to originate such a device, we offer our new model, which by a simple adjustment throws ONE to FIVE coins from one or all tubes in any combination wished.

Holds fifty per cent more coins than other makes, with many new features not possible in others, that speed up fare collections. No springs to get out of order, will never rust or tarnish. Agents most cities, where not, will send for \$4.25. One style does for quarters, dimes, nickels or pennies. Our Slip Carrier, so well known, is \$2.50 either style, nickels or pennies.

Agents wanted
Special prices.

A. F. NELSON, MFR.

907 N. Front St.,
Harrisburg, Pa.



Benefit Fund 974 death benefits aggregating \$577,067.95—an average of \$592.47 per claim. This is less than the average death benefit claim of \$602.00 for the final six months of the year. In the first six months of the year death benefits averaged \$581.63, and during which period 458 death claims were paid aggregating \$266,412.55.

Within the preceding six months ending January 31, 1924, there were paid 13 disability benefits aggregating \$8,700. With the ten disability claims paid during this final six months of the year, it is shown that within the year there were paid 23 disability benefits aggregating \$14,750.00.

Within the audit period ending January 31, 1924, there were paid 21 old age benefits, which together with the 31 old age benefits paid during the final six months of the year, make 52 old age benefits paid within the year. The aggregate paid within the year for old age benefits was \$41,600.

For the year ending July 31, 1924 there were paid 1,049 death, disability and old age benefit claims aggregating \$633,417.95, or an average of \$603.83 per claim.

From the Defense Fund there were paid \$4,474 in strike and lockout benefits and \$1,705 legal expenses, making a total expenditure for the six months ending July 31, 1924, of \$6,179.00.

Within the six months audit period there developed nine strikes and lockouts, but with the exception of two, involving some 140 members, they were of brief duration and of but little expense to the Defense Fund.

The audit of the Union Leader showed on deposit in bank in Chicago to the credit of the Association, a balance of \$1,166.45. This is an addition of that amount to the assets of the Association, as shown by the audit at General Headquarters.

The audit of the books and accounts at General Headquarters showed the total funds, aside from the Union Leader balance, to have been \$1,251,145.08 on July 31, 1924. This is represented in cash and assets. January 31, 1924 the aggregate cash and assets were \$1,177,998.35. These balances show that within the six months audit period ending with July 31, 1924, the cash and assets of the Association increased \$73,146.73.

In closing this report your General Executive Board expresses its keen gratification of the encouragement and co-operation of the Local officers and General Membership in the conduct of the business of this large and well founded Association. It is this united endeavor, unalloyed devotion and intelligent unity in effort that assures the wonderful success characteristic of the Association.

Most Fraternally Submitted,

GENERAL EXECUTIVE BOARD.

Edward. McMorro,
Magnus Sinclair,
P. J. Shea,
John H. Reardon,
Allen H. Burt,
Wm. F. Welch,
J. B. Lawson,
Alex McGuire,
R. L. Reeves, Secretary.

August 9, 1924.

Be more anxious to put into the world than to take out and you'll come out all right.—Forbes Magazine (N. Y.).



TRACTION UNIFORMS

UNION MADE

*Write for Catalogue
Samples & Prices.*

The Fechheimer Bros. Co.

CINCINNATI, OHIO

We of Labor are not misled by political statements that "Complaint of unemployment has ceased. Wages have increased." A New York morning paper of Sept. 21 carries an appeal from John G. Hallwood, President of the Bowery Mission in New York asking public aid in finding jobs for the army of unemployed that visits the Mission daily in search of work. He states that the Mission fed and clothed 1,368 penniless unemployed the first week of September and that the breadline forms daily. The Missions in every city are caring for a depression period of penniless. The Federal Labor Department has issued a statement that in July, 1924, there were 14.3 per cent less employed than in July, 1923. That means that if there were any unemployed in July, 1923, there is added to that army of unemployed 14.3 per cent of the workers employed in July, 1923, which cannot be less than more than 2,500,000 wage earners who have augmented the ranks of the unemployed that existed in July, 1923. There is a depression in every city. There is a shortage of employment and no one knows it better than the wage working voters, and wages have been cut. It may be a great thing to say that American wage workers receive the highest wage rates of any wage workers in the world. Wage rates are measured by their purchase power. There has been a material reduction in wage rates, but there has been no material reduction in the cost of living and that is what makes low wages lower.

AUTOMOBILE MAKES 27 MILES ON AIR

An automobile goes 27 miles on air by using an automatic device which was installed in less than 5 minutes. The automobile was only making 30 miles on a gallon of gasoline but after this remarkable invention was installed, it made better than 57. The inventor, Mr. J. A. Stransky, 1160 Eleventh Street, Pukwana, South Dakota, wants agents and is willing to send a sample at his own risk. Write him today.—Adv.

17 Yards Remnants **\$1.98**

Linens Velles
Percales Chambray
Ginghams Muslins

As large manufacturers of ladies' wear, we have many lovely remnants left over. These we are now offering at rare bargain prices. They are all new, clean, fresh, high-grade goods, from 3 to 6 yards each; none less than 3 yards.

Large New Remnants of Beautiful Designs

For a limited time we are giving a dress pattern of a beautiful new model house dress free with every order. These full 17 yards of fine, rich material with free dress pattern, only \$1.98. Send bust measure. Send no money. Simply deposit this amount with postman when you receive the package, plus a few cents for postage. Or if you send \$1.98 with order, we will prepay the same. Satisfaction guaranteed or money cheerfully refunded.

DRESS PATTERN FREE

DE HOL DRESS COMPANY
Dept. 165 26 Quincy St., Chicago

Do You Want a Better Job?



The only difference between Success and Failure is a matter of training. Most men have the same kind of brains to start with. But one man learns how to use them and earns \$100 a week. The other man works only with his hands and never gets farther than 50 or 60 cents an hour.

Take Stanley J. Beebe, for instance. He started as a conductor—then became a motorman. But he wasn't satisfied. He studied in his spare time with the I. C. S. And today he is superintendent of the mechanical department of the Endicott-Johnson Corporation—a shoe manufacturing concern employing 14,000 men and women.

You have just as good a chance as Beebe—perhaps better. But you will never get anywhere by just wishing. You've got to prepare for a better job before you get it. The I. C. S. will help you just as it has helped so many other men in just your circumstances.

Just mark and mail the coupon printed below and, without obligation or a penny of cost, let us tell you how the I. C. S. can help you to get a better job and a bigger salary.

----- TEAR OUT HERE -----
INTERNATIONAL CORRESPONDENCE SCHOOLS
Box 3661, Scranton, Penna.

Gentlemen:

Without cost or obligation, please send me full information about your special Motorman's Course on the Electric Car, Brakes for Single Cars, Electric Car Equipment, Railway Transmission Circuits, Brakes for Electric Trains, Operation of Electric Trains, etc.

Name.....

Address.....

Occupation.....

Price List of Association Supplies

Official Seal.....	35.00
Propositions for membership blanks, per 100.....	.50
Rituals, each.....	.25
Withdrawal cards, each.....	.05
Travelling cards, each.....	.05
Duplicate report books, each.....	2.00
Constitutions, in lots of 100 or more, per 100.....	4.00
Constitutions, in lots of less than 100, each.....	.05
Financial secretary's order book on treasurer.....	.35
Treasurer's receipt book.....	.35
Association badges, rolled gold, each.....	.50
Association badges, solid gold, each.....	1.10
Association buttons, gold plate, each.....	.20
Association buttons, rolled gold, each.....	.50
Association buttons, solid gold, each.....	1.10
Emblem cuff buttons, per pair.....	1.10
Emblem tie clasps, each.....	.70
Association charms, each.....	1.10
Association lockets, each.....	1.75
Cats of official seal for use on printed matter, plain, each.....	.70
Cats of official seal, with flag design.....	2.00
Transfer Cards, each.....	.05
Recording secretary's minute books, 200 pages.....	1.25
Gift Seals, per box 50.....	.50
Loose leaf membership ledgers. Ruled and printed on both sides, providing for a 12 year record of the payment of dues by your members.	
Loose leaf post binder, canvas with leather corners, each.....	4.50
Price of sheets, in lots of less than 100, each.....	.02 1/2
In lots of 100, or more, per 100.....	2.50
In lots of 500, or more, per 500.....	11.00
In lots of 1000, or more, per M.....	20.00

All orders must be accompanied by express, post-office money orders or draft. No personal checks accepted. Otherwise supplies will not be forwarded.

FASHION LETTER

Deep autumn tones prevail in the dress materials for Fall. We will have russet, terra cotta, dark green, deep browns and lovely tans.

In silks there are bengaline, faille and ottoman, which will be used for three piece costumes, gowns and wraps to match, also for simple frocks. For afternoon and dinner dresses, we have satin, plain or with a crepe back, and satins and mohair mixtures. Fur and feather trimming will be used.

Chiffons and georgettes also brocades are shown for dance frocks; velvet and velvet brocade also will be used.

Kasha and suede finished tailored cloths are used for suits and coat dresses. For formal gowns, broadcloth, which adapts itself to many forms of trimming, will be popular.

Straight line slim dresses of cloth with or without sleeves will be worn with short jackets having self collars or those of fur. Green and brown will be leading colors with the rust shades of brown following.

Utility coats are made of rep, ottoman and diagonal. For evening wraps, velvet and brocade are in vogue.

The newest tendency of the mode is the tunic blouse, which is shown in both belted and unbelted models. It is popular, and practical because in its prevailing length, it may be worn over a slip.

One may have the tunic blouse in peplum style, in three quarter and in seven eighth length. Long sleeves are shown in the long tunic blouses.

The tailored suit has promised to stay, and with it, the lovely suitable blouses in crepe de chine, canton crepe and lace.

For wear with jackets and sweaters, there are blouses of radium silk.

Tiers and flounces will give variety and distinction to the straight line dresses.

Fur trims the new coats in many ways, as scarfs, bands, collars, cuffs and borders.

Tuckings, stitching, hand embroidery and plaits are favored features of dress decoration. On youthful models one sees bead and silk embroidery.

Many afternoon dresses show folds as ornamentation. Berthas of lace or chiffon, batiste or crepe de chine are used on the new party frocks. Net or chiffon frocks over contrasting slips are trimmed with laces and hand made flowers.



4881. Girls' Night Gown.
Cut in 6 Sizes: 4, 6, 8, 10, 12 and 14 years. A 10 year size requires 2½ yards of 32 or 36 inch material. Price 12¢.

4880. Child's Dress.
Cut in 4 Sizes: 4, 6, 8 and 10 years. A 6 year size requires 3½ yards of one material 27 inches wide. Price 12¢.

4870. Misses' Dress.
Cut in 3 Sizes: 16, 18 and 20 years. An 18 year size requires 4 yards of one material 40 inches wide. The width at the foot is 1½ yard. Price 12¢.

4672. Ladies' Dress.
Cut in 7 Sizes: 34, 36, 38, 40, 42, 44 and 46 inches bust measure. A 38-inch size requires 4½ yards of 36-inch material. The width at the foot is 1½ yard. Price 12¢.



4830. Child's Rompers.
Cut in 3 Sizes: 6 months, 1 and 2 years. A one year size requires 2 yards of 27-inch material. Price 12¢.

4853. Child's Play Dress.
Cut in 4 Sizes: 2, 3, 4 and 5 years. A 3 year size requires 2½ yards of 36-inch material. Price 12¢.

4862. Ladies' Combination
Cut in 4 Sizes: Small, 34-36; Medium, 38-40; Large, 42-44; Extra Large, 46-48 inches bust measure. A Medium size requires 2 yards of 36-inch material. Price 12¢.

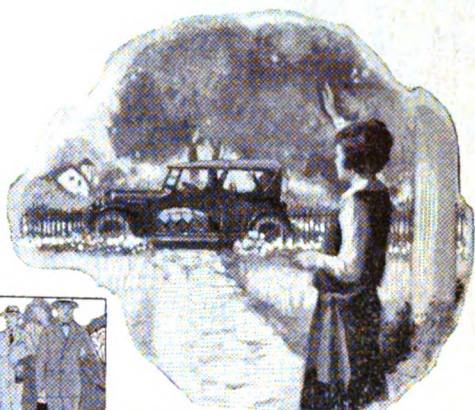
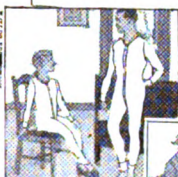
4864. Ladies' Apron.
Cut in 4 Sizes: Small, Medium, Large and Extra Large. A Medium size requires 2½ yards of 36 inch material. Price 12¢.



FASHION BOOK NOTICE

Send 12¢ in silver or stamps for our UP-TO-DATE FALL & WINTER 1924-1925 BOOK OF FASHIONS.

Send to Dept. M. C. BEAUTY PATTERN CO.,
1188-90 Fulton St., Brooklyn, N. Y.



September—

A good time to take care of your Fall needs—Send your orders now to the
World's Largest Store

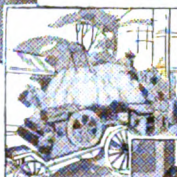
Everything is at its best in September!

The golden Indian Summer days—the best of all the year—carry with all their beauty a suggestion of the colder weather to come. Time to prepare for winter!

OUR SUPPLY of the things you need for fall and winter is most complete. Values are the greatest in years. If you need wearing apparel for any of the members of your household, if you need new furniture, rugs or furnishings for your home, if you would like labor saving equipment for farm or shop, if you want a radio, a gun or a tire—our new General Catalog for fall or winter has it for you at the lowest prices.

The quality of Sears-Roebuck goods has long been recognized by our eight million customers. They know that we were the first to guarantee merchandise and the first to equip a laboratory to make certain that the goods were of the proper quality. We'd like to have you test our merchandise. We know you will find it the best that can be had at anywhere near the price. And we guarantee it!

—“Don't forget to send for the New Sears, Roebuck Fall Catalog”



Our catalog of 35,000 bargains is ready. If you haven't already received your copy, use the convenient coupon below.

Sears, Roebuck and Co.

SEND FOR YOUR COPY OF THIS CATALOG

We guarantee to satisfy you and save you money

24 Hour Service!
The World's Largest Store gives you the best service! 99 out of every 100 orders are shipped within twenty-four hours after we receive them.

THAT'S SERVICE!

Mail the coupon **TODAY** to the store nearest you.

Sears, Roebuck and Co. 62K78.
Chicago Philadelphia Dallas Seattle
Send Latest General Catalog.

Name

Postoffice

State

Rural Route.....Box No.....

Street and No.....

Life Is What You Make It

Why not make it a financial success?

The road to wealth starts with a savings account.

Decide now to deposit a set amount every pay day and make that sum the *minimum amount* of your regular bank deposit.



A regular deposit of even \$10 a month will amount to \$1398.98 in 10 years at 3% interest compounded semi-annually.

Start now—and plan 10 years ahead.

The Peoples State Bank with its 33 branches is always willing and anxious to help you build your future.

THE PEOPLES STATE BANK

To be well dressed and neat in appearance, order **BATCHELDER MADE UNIFORMS**



**QUALITY & STYLE MAKE
BATCHELDER MADE UNIFORMS
A SOURCE OF SATISFACTION
TO EVERY WEARER**

For Sale by Dealers
WRITE FOR SAMPLES

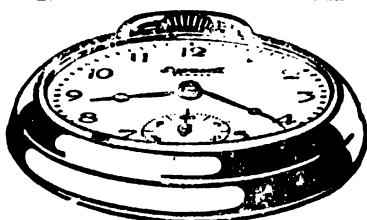
FRED M. BATCHELDER CO.
120 HARRISON AVENUE
BOSTON

The Motorman and Conductor

"Freedom Through Organization"



Around the World
for Rich
and Poor Alike
Ingersoll
WATCHES
Keep Good Time
and Good Faith



Reliable Watches
at Low Prices

Price List of Association Supplies

Official Seal	\$5.50
Propositions for membership blanks, per 100	.50
Rituals, each	.35
Withdrawal cards, each	.05
Traveling cards, each	.05
Duplicate report books, each	2.00
Constitutions, in lots of 100 or more, per 100	4.00
Constitutions, in lots of less than 100, each	.05
Financial secretary's order book on treasurer	.35
Treasurer's receipt book	.35
Association badges, rolled gold, each	.50
Association badges, solid gold, each	1.10
Association buttons, gold plate, each	.30
Association buttons, rolled gold, each	.50
Association buttons, solid gold, each	1.10
Emblem cuff buttons, per pair	1.10
Emblem tie clasps, each	.70
Association charms, each	1.10
Association lockets, each	1.75
Cuts of official seal for use on printed matter, plain, each	.70
Cuts of official seal, with flag design	2.00
Transfer Cards, each	.05
Recording secretary's minute books, 300 pages	1.25
Gilt Seals, per box 50	.50
Loose leaf membership ledgers. Ruled and printed on both sides, providing for a 12 year record of the payment of dues by your members.	
Loose leaf post binder, canvas with leather corners, each	4.50
Price of sheets, in lots of less than 100, each	.02 3/4
In lots of 100, or more, per 100	2.50
In lots of 500, or more, per 500	11.00
In lots of 1000, or more, per M.	20.00

All orders must be accompanied by express, post-office money orders or draft. No personal checks accepted. Otherwise supplies will not be forwarded.

**TRACTION
UNIFORMS**
UNION MADE
*Write for Catalogue
Samples & Prices.*
**The Fechheimer
Bros. Co.**
CINCINNATI, OHIO.

BETTER UNIFORMS

At the Right Price - Union Made
HEADQUARTERS for STREET CAR MEN

Terms If Desired

HOFFMAN TAILORING CO.

2341 Olive St. near Jefferson Ave.
ST. LOUIS, MO.

ATTENTION!

D. S. R.

Operators and Conductors

We're Featuring

Regulation Blue Serge
Union Made

UNIFORMS

—extra value

\$32⁵⁰

(Convenient Terms if Desired)

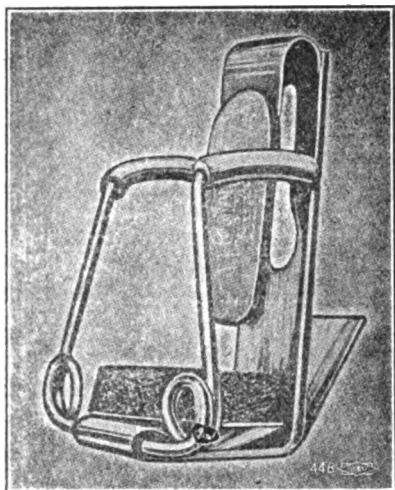
Made strictly according to D. S. R. specifications, of No. 386 Wanskuk 16 oz. fine weave blue serge. Lined with twill blue serge cloth lining. We'll be pleased to show them to you at your convenience.

Clayton's

*Detroit's largest exclusive Men's
and Boys' Apparel Store*

S. W. Corner Michigan & Shelby since 1883

Motorman's Non-Magnetic Watch Holder



A practical little holder adjusted for any size watch. May be attached to head of screw in frame of car. Saves motorman's time and promotes "Safety First." May be conveniently carried in pocket when not in use.
WANTED—Motormen and Conductors to act as agents. Send 50c in money order or stamps for sample.

W. C. WILLIAMSON,
 22 Arbor Street, E. E. Pittsburgh, Pa.

**MAKE MONEY
 SELL MADISON SHIRTS**

Direct from our factory to wearer. Easily sold. Over one million satisfied wearers. No capital or experience required. Largest steady income. Many earn \$100. to \$150. weekly. Territory now being allotted. Write For Free Samples.
MADISON FACTORIES, 808 E'WAY, NEWYORK

\$3 DOWN Brings you a Genuine **UNDERWOOD** TYPEWRITER

10 DAYS FREE TRIAL Your \$3.00 unconditionally returned if at end of 10 days you are not satisfied with this late model UNDERWOOD typewriter rebuilt by the famous Shipman Ward process.

GREAT PRICE SAVING Direct to you from the largest typewriter factory of its kind in the world by our money saving methods.

EASY MONTHLY PAYMENTS So small that you will not notice it while you enjoy the use of this wonderful machine.

FREE BOOK OF FACTS Explaining Shipman Ward's wonderful system of rebuilding typewriters and also valuable information about the typewriter industry both instructive and entertaining.

Act Today!
 Mail Coupon

5 Year Guarantee

Shipman Ward Mfg. Company
 2268 Shipman Building
 Montrose & Ravenswood Ave., Chicago

Please send me a copy of your free book of facts, explaining bargain offer.

Name.....
 St. and No.....
 City..... State.....

Nature Put Iron For Your Blood

in the husks of grains and the peels and skins of fruits and vegetables

but modern methods of cookery throw all these things away—hence the alarming increase in anaemia—iron starvation of the blood, with its never ending trend of symptoms of nervous irritability, general weakness, fatigue, disturbed digestion, headaches, pains across the back, etc.

Either go back to nature or take organic iron,—Nuxated Iron—to help enrich your blood and revitalize your worn-out exhausted nerves. Millions of people annually are using it. Nuxated Iron is sold by all druggists.

NUXATED IRON
 For Red Blood Strength and Endurance

PILES DON'T BE CUT

Until You Try This Wonderful Treatment. My internal Method

of treatment is the only correct one, and is sanctioned by the best informed physicians and surgeons. Ointments, salves and other local applications give only temporary relief.

If you have piles in any form write for a FREE sample of *Page's Pile Tablets* and you will bless the day that you read this. Write today.
E. R. Page, 307D, Page Bldg., Marshall, Mich.

AUTOMOBILE MAKES 27 MILES ON AIR

An automobile goes 27 miles on air by using an automatic device which was installed in less than 5 minutes. The automobile was only making 30 miles on a gallon of gasoline but after this remarkable invention was installed, it made better than 57. The inventor, Mr. J. A. Stransky, 1160 Eleventh Street, Pukwana, South Dakota, wants agents and is willing to send a sample at his own risk. Write him today.—Adv.

THE FUTURE FORETOLD!

Know Thyself! Banish Worry! Gain Success!

Free Wonderful Three Page Horoscope by S. Gargilis (Doctor of Astrology) who has astounded astrologers of national repute by his marvelous abilities in reading the Horoscope. Tells you of your character, talents, friends, enemies, business, love, future possibilities. Simply send your birth date, year, a specimen of your handwriting and ten cents to cover postage for your three page Horoscope of surprising indications for you. Write at once! Gargilis Studio, Box 2771 L. K. Boston, Mass.



Style No. 20

Wear Better Uniforms

BY putting your trust in a Bloch Uniform of quality you insure yourself against dissatisfaction.

Twenty years of knowing how has enabled us to offer Traction men everywhere the best uniform that money can buy.

Strength in every part that has a strain, materials of proven long-wearing value, design and tailoring of a superior quality that assures every customer the comfort and appearance he enjoys.



Ask your dealer for a Bloch Uniform of Quality. It will pay.

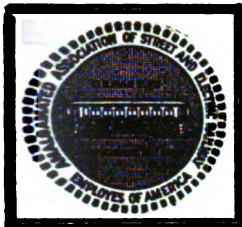
The Bloch Company
Uniforms of Quality
 Cleveland - Ohio

The
 Bloch
 Company
 Cleveland, O.

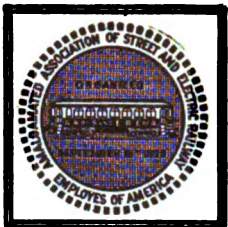
*Send me, free, a
 Trolley Jim Time Book.*

Name.....

Address



The **Motorman and Conductor**



Vol. 32

DETROIT, MICHIGAN, NOVEMBER 1924

No. 12

Published monthly by the Amalgamated Association
of Street and Electric Railway Employees of America.

W. D. Mahon, President

260 East High Street, Detroit, Michig.

Entered at the Post Office as Second Class Matter
Accepted for Mailing at special rates of postage pro-
vided for in Section 1103, Act of October 3, 1917.
Subscription Price - - - - - \$75



PRESIDENT SAM GOMPERS

President Samuel Gompers was re-elected President of the American Federation of Labor at the A. F. of L. Convention held this year at El Paso, Tex. Of President Gompers, the members of the American Labor Movement can most pleasurably repeat and appreciate the sentiment expressed to the convention by Congressman Claud B. Hudspeth at the opening of the convention. Congressman Hudspeth, in part said:

"El Paso is honored, my friends, by this great assemblage of the representatives of the toilers, not only of this Republic, but of the neighboring country to the south. El Paso is honored by the presence of that giant intellect which has guided the destinies of labor for more than forty years, successfully guided them, who, when certain corporations and enemies of individual liberty had oppressed labor and bore it to the ground, took into his mighty arms forty years ago the fragments of labor that lay swooning in the dust and brought to it the breath of life. I refer to that Grand Old Man, the President of your Federation, the Honorable Samuel Gompers."

The above picture represents President Gompers in his earlier career in the position he has so meritoriously continuously held.

THE EMPLOYEE'S INTEREST IN ELECTRIC RAILWAYS

The average wage worker is interested in the wage return of his production. Very few wage workers are working for the novelty of it. That which inspires one to seek employment is that part of what he produces or expects to produce that may be returned to him in the way of wages. It is his chief source of income. The wage earner's condition in life is such that to work for wages is necessary.

Those individuals with whom it is not necessary to work for wages are found in other walks of life. None of them is there, however, who is not dependable upon the wage worker's production. That is the reason why there is a dividing line between the production of the wage worker and the part of that production which the wage worker receives as wages. The matter of drawing that demarcation line develops as of concern to both the employer and the wage worker. Each naturally has an ambition to be the exclusive constructor of that demarcation line.

The production from which both, the employing concern and the wage worker, must draw in their dependence upon wage production is of a nature that it naturally enlists the concern of the consumer, or the one who ultimately pays for the joint product of the employing concern and the wage earner. This consumer is concerned in the cost of production, in that it has some to do with the price he is compelled to pay for the product he purchases or consumes. The more necessary the product, the more vigorous is the concern of the consumer in the purchase price, and naturally in the cost of production.

Of the community necessities in life is the street car ride. Therefore, those of street railway communities, large towns and cities, are interested in the price they are required to pay for street railway fares. Therefore, there is a more intense concern relative to what creates the cost of street railway service than there is in non-necessities. It is a more general interest. It extends in its intensity to the business element of the community, including as an important factor the mercantile interests, as well as the workers whose convenience in getting to and from employment includes street car service.

But street car business requires employment. In street car business, the same as

in any other line of business, the demarcation line is constructed as between wages and profit. In street car business, as in all other lines of business, wages and profit are more or less dependable upon the selling price.

The selling price in the street car business is the fare charged for the ride. That is what the consumer pays for what he consumes of the products of the street car business. The product is rides.

In seeking employment the wage worker very readily understands that he is not to receive the full extent of his production. He knows that part of that which he produces must supply the profit. Within what he creates is the profit of the employing concern.

There have been some changes in the way of obtaining profit from investments in street railways. This is shown by the now acknowledged fiat values included within the capitalization of street car properties. But a time has been reached when the public is more alert than in those days when promoters made profits through overcapitalization. The endeavor of the various properties now is to maintain that overcapitalization and establish it as a real capitalization of the property, or as near to it as possible. That, too, has much to do with the cost of production to the consumer, and of which the consumer senses less than of the labor cost.

But what part of the fare enters into the wage worker's pay? That is a big question, but easily answered.

As an illustration, the gross earnings of the Indianapolis Street Railway in the year of 1923 averaged \$13,750 per day. Assuming this to have been a return on a six cents fare, the average daily wage paid to labor in the operation of the road represented 1.64 cents per fare. Wages to motormen and conductors in Indianapolis are 37 cents per hour for the first year of service, 38 cents for the second year, 39 cents for the third year, 40 cents for the fourth year, 41 cents for the fifth year, and 42 cents per hour thereafter. Assuming wages paid to wage earners of other departments to have averaged the wage rates paid to the carmen, it can be assumed that the wages paid represented 27.27% of the income. Also, it may be estimated that one cent of the fare aggregated \$2,290 per day, or approximately two-thirds of the entire wage earning payroll.

Assuming these figures to be approximately correct, and they are, if the average of the wage rates prior to the war was 25 cents per hour, in so far as the expense of labor is concerned the employing company would be better off with wage rates increased to an average of 53 cents per hour with a 6 cents fare than in pre-war times when the fare was 5¢ with wages averaging 25¢. Indianapolis has grown considerably within the last eight years, making the cream from operation much thicker than eight years ago, showing that the company could comfortably pay an average wage of 54 cents an hour, and with a six cents fare

be in the same position that it was in 1916. The figures show that an increase of fare of one cent in Indianapolis would care for a 28 cents increase in wages to all crafts and classes. If the Indianapolis Street Railway Company was operating profitably before the late World War on the rates of fare that at the time existed to the Company at the wages at that time paid, and is now receiving a 6 cents fare at the wage rates being paid at the present time, the traveling public is being robbed, as the traveling public would be more than caring for the increased wages that came to the street car men in Indianapolis through war conditions, by paying less than one-half cent fare more than the average fare preceding the world war.

It is shown to be a fact that an increase in wage rates not to exceed ten cents per hour in any community the size of Indianapolis would be an infinitesimal percentage of the fare rate and would be far within a one-fourth cent fare rate increase. Upon the wage rates existing to the Indianapolis property, a one cent increase in fare would place the property in a position that it would have enjoyed before the war had the wage earners served the company without wages. But low wage rates are material to that company in the accumulation of profits on a more than doubly capitalized property.

In the recent mayoralty election in Detroit, the management of the property in supporting a candidate for mayor committed to the principle of open shoppists, gave out that an increase in wages to the Detroit Street Railway men would require another increase in fare, when, as a matter of fact, a preceding increase in wages of some seven cents per hour, it was alleged had resulted in an increase of one cent to the fare rate. This increase in the rate shows from results that had the street railway men of Detroit, who were involved in the wage increase of over a year ago, received 97 cents per hour, they would have then received the increase in fare that took place immediately after the increase of seven cents per hour. The fact is that approximately 28 cents per hour, upon the basis of the hours paid to platform men in Chicago, remains as a profit to the property and within which other increases could be granted without again touching the fare to the extent of nearly 40 per cent increase from the present wage rates.

There is no disputing the fact that other features of cost of operation of the street railway are considerably higher than they were preceding the World War. Labor is not the only item. But one of the first considerations should be the re-adjustment of conditions to meet these other advancements pro rata, instead of heaping the whole stigma upon the wage earners themselves.

As the present U. S. Supreme Court Chief Justice said about wage rates, street railway properties were paying deplorably low wage rates to their employees in the period preceding the war, and Chief Justice Taft didn't make this remark before having the

whole situation before him. He made the remark advisedly.

Installing auto busses in street railway service is a natural source from which the rates of street car fares must be fixed at rates in excess of the cost of operating rail cars.

Again, the public seems not to be complaining of the increased fare rates, and will not complain so long as wage earners in other crafts, who are the principal patrons of street railways are paid a reasonably proportional wage.

The last business element of a community that should seek to lower wage rates and thus lower the standard of wages generally, is the street railway property.

Wage earners are more interested in wage standards than in street car fare rates. They are not bidding to lower fare rates to lower the wage standard.

GERMAN RAILWAYMEN DEMAND INCREASE

The Executive and Advisory Committees of the German Railwaymen's Union met at Erfurt on 10 and 11 October, mainly to consider steps to meet the continual increase in the cost of living. It was decided that all signatory organizations to the current collective agreement should on 15 October, give notice to terminate on 1st November the paragraphs relating to wages, and should demand a general increase. General discontent was shown with the present custom of paying wages every ten days, and the Executive was instructed to try and get this altered. Satisfaction was expressed with the fact that the union was regaining its earlier prestige and strengthening its financial position as was evidenced by the intention to resume unemployment, death and benevolent benefits as from 5th January next, in addition to the present sick, strike and victimization allowances. The next general congress will be held from 21 to 27 June next. The place has not yet been decided, but the choice will probably fall on some town in the territory at present occupied. The President, Scheffel, made the important announcement that the unions of clerks and officials, since the failure of their efforts to improve their working conditions, had approached the Railwaymen's Union with a view to the information of a united front.—International Transp. Fed. News.

ELECTRIFICATION OF CZECHO-SLO- VAKIAN RAILWAYS

The Czecho-Slovakian railways have under consideration a scheme of electrification. 453 kilometres (287 miles) will be electrified to start with, and a power station will be built on the Moldau near Prague.

—I. T. F. News.

Under the present U. S. Immigration act, immigration from Russia, the most populous country in Europe, cannot exceed 2,250 immigrants per year.

A SERVICE THAT SERVES

Director of Bureau of Foreign and Domestic Commerce in annual report states that extraordinary interest is being manifested in foreign trade.—Commercial inquiries received by Bureau increase 109 per cent in two years.

The Department of Commerce made public today the annual report of Dr. Julius Klein, Director of the Bureau of Foreign and Domestic Commerce. In a letter to Secretary Hoover summarizing the work of the bureau for the year ending June 30, 1924, Dr. Klein pointed out that the work of the Bureau has doubled in the last two years and during the year just ended the number of instances in which it has aided American business men have totaled nearly 1,250,000, with an average of more than 5,000 inquiries a day at the close of the fiscal year. On the basis of an investigation involving 3,675 inquiries addressed by business firms to the Bureau it was found that the resulting business amounted to about \$427 per inquiry. This would indicate several hundred millions in foreign trade secured for the United States as the result of answers to inquiries handled by the bureau during the year. In certain respects the bureau's services to the American business community have increased as much as tenfold since 1922.

The vital value of the bureau to all Americans concerned with world trade was signally illustrated during this past year by its informational and promotive efforts following the great earthquake disaster in Japan. Though the office in Tokyo was destroyed and its established routine shattered, the work was immediately resumed and vigorously pushed forward.

Accurate estimates were given of the extent of the damage to the economic structure of Japan. Americans relying on raw materials from Japan were advised of the position and prospects. Markets for reconstruction materials were investigated. The purchase of great quantities of supplies here was furthered.

Yet this was only the most outstanding example of a service which, throughout the world, has been constantly growing in effectiveness. Profiting by their accumulated experience and utilizing even more skillfully all the available means of trade promotion, our offices abroad and our divisions at Washington have made their efforts show a steadily rising proportion of practical results. Those efforts have been determined not by mere theories but by the specific requirements of American business.

During the past year the most significant feature of our work is to be found in this element of intimate contact and co-operation with American manufacturers, exporters, financiers, and domestic merchants. Now, more than ever before, the bureau is functioning as an integral part of American economic life—an organization responsive to the guidance of its clients, while at the same time initiating a variety of services

designed to strengthen and augment the currents of trade.

The increase in the number of inquiries received from the various industries in this country is held by Dr. Klein to be ample demonstration of the effectiveness of the bureau, and particular stress is laid upon the export trade services rendered by the Foodstuffs Division to the various branches of agriculture that raise crops for export. Over 143,000 inquiries on foreign market problems were received by this one division from farmers, co-operatives and dealers in farm products during the last fiscal year, as compared with less than 29,000 requests for information recorded for 1921-22. Following the Foodstuffs Division in 1924 comes the Automotive Division with 106,000 inquiries, the Specialties Division with 98,000 and the Textile Division with 81,000. A marked and highly satisfactory increase in the number of inquiries received from small firms is noted.

The growing interest of American business men in Western Europe is demonstrated by the receipt at the Bureau in 1923-24 of no less than 340,000 inquiries relating to that district, as against only 32,000 during the fiscal year 1921-22. Second only to the interest in Western Europe is that taken in Latin America, as evidenced by more than 232,000 inquiries, nearly all of which have to do with practical and immediate sales problems. In 1921-22, although interest in Latin America was then keen as compared to previous years, the number of inquiries received was less than 21,000. A rapidly growing interest in the Far East is reflected by the 174,000 inquiries received during the last fiscal year, as compared with 15,000 in 1921-22.

In addition to the thousands of small orders the Bureau obtained for American business men, there were individual efforts that brought results that ran into six figures or more. The Rome office was instrumental in obtaining for an American concern a contract of nearly three million dollars for the construction of harbor works, and on another occasion helped to swing to the United States a concession for mineral exploration entailing the expenditure of \$5,000,000 within ten years. The intercession of the Commercial Attache at Madrid resulted in a saving of \$250,000 to an American concern, and the Warsaw office adjusted a \$500,000 claim of an American exporter against a Polish textile mill. A leather-belt company in California says it has received \$500,000 worth of business as a result of assistance rendered by the Bureau. Several pages of the Bureau report are devoted to practical achievements of this sort.

A feature of the year's work has been the completion of surveys into conditions surrounding the production and handling under the control of foreign monopolies of a number of highly important raw materials, such as rubber, tanning materials, nitrogen, agricultural products, and sisal, the studies being limited to such products as must be imported into this country in large quantities.

Three new foreign offices were opened, by the Bureau, at Alexandria, Batavia and Bogota, giving it a total of 32 such posts by July 1, 1924. This number has since been raised to 40.

For the first time in the history of government trade statistics, figures were made available showing the export trade of the various States in this country. These figures were warmly received and will continue to be issued quarterly. Another innovation was the publication of figures on parcel-post exports from this country, an item heretofore completely ignored in compiling statistics of our shipments abroad and especially significant for the small manufacturer and exporter. Parcel-post exports were valued at \$11,000,000 for the six months ended June 30. Further progress is also reported in speeding up the publication of all import and export statistics.

In connection with the distribution of trade information, the Bureau tended more and more during the year toward a specialized service to bonafide American firms through the medium of confidential circulars, a policy that has the strong indorsement of American exporters.

The increase in the work performed by the Bureau during the last fiscal year, as compared with the two preceding years, has been much greater relatively than the increase in personnel. This, Dr. Klein says in his report, is due to a variety of factors, such as more efficient methods of operation, a greater systematization of service, and the growing efficiency and ease with which the collection of data and the handling of inquiries have proceeded.—U. S. Dept. of Commerce.

ROUMANIAN LABOR MOVEMENT

The Roumanian Ministry of Labor, Cooperation and Social Insurance sent out a questionnaire some time ago to trade union organizations in order to obtain information on the development of the trade union movement. Some of the interesting results of this enquiry are summarized in Industrial and Labor Information, the weekly publication of the International Labor Office. At the end of 1923 there were two types of trade union organizations, namely, organizations grouped in unions or federations, and free or unaffiliated unions. There were 17 workers' unions of the first type with 59,743 members, and 93 unaffiliated workers' unions with 18,463 members. Practically all those in federated or affiliated unions came from the industrial and manufacturing classes of workers.—International Labor Office.

It is reported that Henry Ford will electrify the Detroit, Toledo and Ironton Railroad. Mr. Ford will install a system with a trolley voltage of 22,000 volts, 25 cycles, alternating current, a power heretofore not used in this country. It appears to be a step in the transforming of railway motive power.



BUSINESS AGENT NEIL McLELLAN, OF DIV. NO. 26, DETROIT, MICH.

At the election of Division 26, one year ago, Brother Neil McLellan, who prior to the World War period was Secretary-Treasurer of the Local, retaining the position through the War, although he was in the service, was elected Business Agent. Through the period of turmoil that has been reported in these columns involving the City branch of Division 26, Brother McLellan was one of those dismissed from the service by the Street Railway Management, due to the fact that he was an officer of the Local. Pending the recent campaign for Mayor in Detroit he served as Secretary of the Amalgamated Smith-for-Mayor Club—and a square mayor was elected.



The Motorman and Conductor



Official Journal of the Amalgamated Association of
Street and Electric Railway Employees of America

PUBLISHED BY THE ASSOCIATION

Monthly, at 260 E. High St., Detroit, Mich.

W. D. MAHON, President

EXECUTIVE COUNCIL

W. D. MAHON	.....	International President
WM. B. FITZGERALD	.....	First Vice-President
P. J. O'BRIEN	.....	Second Vice-President
W. S. McCLENATHAN	.....	Third Vice-President
FRED A. HOOVER	.....	Fourth Vice-President
GEORGE A. DEAN	.....	Fifth Vice-President
P. J. McGRATH	.....	Sixth Vice-President
ALBERT E. JONES	.....	Seventh Vice-President
JAMES LARGAY	.....	Eighth Vice-President
J. B. WILEY	.....	Ninth Vice-President
M. J. MURRAY	.....	Tenth Vice-President
C. U. TAYLOR	.....	Eleventh Vice-President
JOHN M. PARKER	.....	Twelfth Vice-President
L. D. BLAND	.....	International Treasurer

GENERAL EXECUTIVE BOARD

EDWARD McMORROW	A. H. BURT
MAGNUS SINCLAIR	WILLIAM F. WELCH
P. J. SHEA	J. B. LAWSON
JOHN H. REARDON	ALEX J. MCGUIRE
R. L. REEVES	..... Secretary

Correspondents will please address all communications for publication to R. L. REEVES, Editor.
Subscriptions payable to W. D. Mahon, President.

Per Annum, \$7.50 Single Copy, 16 cents.

ASSOCIATION

Articles of Constitution

Section 1. The objects of this Association shall be to organize Division Associations.

Sec. 2. To place our occupation upon a high plane of intelligence, efficiency and skill; to encourage the formation in Division associations of Sick Benefit Funds; to establish schools of instruction and examination for imparting a practical knowledge of modern and improved methods and systems of transportation and trade matters generally; to encourage the settlement of all disputes between employer and employes by arbitration; to secure employment and adequate pay for our work; to reduce the hours of daily labor and by all legal and proper means to elevate our moral, intellectual and social condition.

Unsigned communications cannot be published. Names of correspondents will not appear with their products unless by special permission of the correspondent. Matter for publication should be in not later than the 2nd of the month, and should be written on one side of the paper.



An open shop advocate in employment pleases to express profound concern in the welfare of employes. Why? To keep employes unorganized, of course.

Is there a real human sympathy that inspires the open shop propounding employer in dealing with the question of employment, and is that sympathy expressed by an endeavor to defend low wages?

The fight against unionism and collective agreement is a wage fight. It is waged only by open shop (non-union) employers. Is it not reasonably suspicious for a non-union employer to express a sympathy concern in employes by encouraging so-called relief associations?

Postmaster Peter Wriggle of Detroit urges the members of Division No. 26 to mail Christmas presents early. To wait until the last day, or even the last three or four days before Christmas is likely to cause your greetings to relatives and friends to reach them after the Good-will day has passed. The Detroit post office service is of the highest degree of efficiency, but that cannot contribute to mail transportation without the co-operation of the senders.

November 29, an appalling accident occurred on the Michigan Railroad at Frankennuth Junction, between Flint and Saginaw, Mich. Two cars met in a head-on collision. The Managing Superintendent of this System is one L. O. Hollar, who has served in various capacities on other systems of electric railways as an instrument to defeat organization. He immediately started in on his coercive methods to ac-

complish the purpose upon the Northeastern Branch of the Michigan Railroad, and it is reported that he succeeded. Was the turmoil and discontent created by his policy of antagonism and the lining of street railway men in antagonistic attitudes towards one another the cause of this accident? Five persons were seriously injured, one of whom has since died. One of the men who lent himself as an instrument to Mr. Hollar in his endeavor to destroy the organization of the employes was a conductor of the car charged with overrun orders, providing orders were overrun. The cause of the accident has not been announced publicly. Both motormen, old, experienced and efficient trainmen, were seriously injured, one being the victim whose death resulted. Three passengers were seriously injured and many others cut and bruised.

In another column of this issue appears a report of the United States Department of Commerce entitled "A Service that Serves." It is a display of Federal Government endeavor in the interest of Commerce and Manufacturing in the U. S. It shows that a department of this Government, sustained by the Government, is of wonderful service to those of the commercial and manufacturing institutions within the U. S. It is building up trade for them and in that way building up business and manufacturing from which profit returns to all commercial and manufacturing interests within the U. S. It is of material interest for wage earners to know of this efficient development of business through the Federal Government Department. Such information will not come from the employing manufacturing and financial concerns, particu-

larly as a matter of information to wage earners. No one will discredit the general value and promotiveness of this branch of a Federal Department that is maintained by the U. S. Government, but all should know of it.

Labor can well congratulate itself upon the result of the Municipal election in Detroit that took place November 4. There were three candidates in the field. Mr. John W. Smith, Postmaster, was the candidate endorsed by Division No. 26 of the Amalgamated Association of Street and Electric Railway Employees of America, and the Detroit Federation of Labor. The purpose of this vigorous endeavor in the recent mayoralty election on the part of the Detroit Labor Movement was that Postmaster Smith was a well known exponent of labor and he was opposing a candidate well known as an exponent of non-unionism. After the campaign got under way, a third candidate became prominent in the person of Attorney Charles Bowles, making a three cornered fight. There were 319,059 votes cast in the contest for Mayor. The official count of the ballots reported 116,489 cast for Candidate Smith. Bowles received 106,361 votes and Martin 84,999. Bowles was a so-called sticker candidate. In other words, he was not nominated at the primary, but the primary count gave Martin but a few more votes than Bowles, causing Bowles' friends to urge him to run as a sticker candidate. The candidates in the election; however, were credited with 307,849 votes, showing several thousand votes to have been thrown out, as alleged to have been in error. Bowles, the sticker candidate called for a re-count. The result of the re-count awarded Candidate Smith 116,775 votes, Candidate Bowles 102,602, and Candidate Martin 84,462. The percentages stood Smith 36.3%; Bowles, 32 1-7%; and Martin, 26 2-3% of the total votes cast. Nearly five per cent of the entire vote was thrown out. This number thrown out in the recount aggregated 15,220. Of these votes 12,567 were claimed by Candidate Bowles to have been intentionally cast for him. Had this number been credited to Candidate Bowles he would have received but 115,169 votes and would have yet been 1,606 votes behind Candidate Smith. The re-count delayed the certifying to the election of Mayor through a restraining order obtained by Bowles but when it was evident that he would not be able to overcome the Smith majority over him, he withdrew his court action and the election commission certified to the election of Candidate Smith, and he is now Mayor of Detroit. It is well within reason to credit Mr. Smith with a distinct majority over Candidate Bowles, and he is, therefore, duly and properly installed as Mayor of Detroit. The election carried with it to Labor the elating showing that Jos. E. Martin received the support of barely one-fourth of the voters of Detroit who participated in the election. It was under Martin, as acting Mayor of Detroit

that the vigorous endeavor was made to deny to street railway employes the right to associate collectively in dealing with the Street Railway Commission in matters of interest to them and of interest to municipal ownership. The attitude of Acting Mayor Martin forced the street railway men to take an active part in municipal politics and much of the venom exploited by two of Detroit's newspapers was directed as condemnatory of the attitude of the street railway men, inferring to the public that should the candidate they were supporting be elected, an increase in the fare rates would result to the patrons of the street railway system of Detroit. The fact that there will be no increase in fare rates will show to a discredit the false propaganda of those two newspapers.

SOME THINGS THAT MEMBERS OF THE AMALGAMATED ASSOCIATION SHOULD REMEMBER

By W. D. Mahon

Remember that your Organization is a part of the American Federation of Labor which has a membership of over Three Millions of workers in the United States and Canada.

Remember that your wage increases are all due to the efforts of the Union.

Remember that the vestibule that protects you from the inclement weather was put there by the hard work of your Union.

Remember that your shorter hours of labor and improved working conditions are the results of hard struggle on behalf of the Union men and Union women and they were secured only after many years of determined efforts.

Remember that the Amalgamated Association paid in benefits to its members each and every minute in the year of 1923, \$2.11 per minute.

Remember that your Association paid in benefits in 1923 to its members, One Million, One Hundred Twelve Thousand, Eight Hundred Eleven Dollars and Ninety-four Cents (\$1,112,811.94).

Remember that since the first day of January of this year, 1924, the Association has secured an increase in wages for over Seventy Thousand of its members.

Remember that many Local Divisions pay sick benefits to their membership and that during the year of 1923, these Local Divisions paid out One Hundred Sixty-two Thousand, Two Hundred and Ninety-nine Dollars and Forty Cents (\$162,299.40) in sick benefits.

Remember that many Local Divisions pay death benefits to members in the case of the members wife and children dying.

Remember that slander and abuse of Officers and membership gets nothing, but brings demoralization and destruction.

Remember that every improved condition that has been gained by your Union has been due to the efforts and determined work of the loyal and true membership.

Remember your OBLIGATION.

MEXICAN FEDERATION OF LABOR REFUSES SEAT TO COMMUNIST DELEGATE

Concurrent with the Convention of the American Federation of Labor in El Paso, Texas, the Mexican Federation of Labor is holding a Convention in Juarez, Mexico, across the Rio Grande River from El Paso, Texas, where the A. F. of L. Convention is meeting. A report from the Mexican Federation of Labor Convention is to the effect that the Convention refused to accept credentials of Communist Delegates and in explaining the reason for this position, quotes the address of General Secretary Ricardo Trevino, who drew the credential-rejecting resolution as a precedent to govern the seating of delegates in this and future Mexican Federation of Labor Conventions. Secretary Trevino summed up the basis of the rejecting of Communist Credentials in a declaration as follows:

"Although I know that by this time you must be getting tired, I am going to ask your attention for a few moments, because I want to take advantage of this opportunity to give you my views with reference to the matter involved in the discussion of this credential. We are not discussing the personality of the comrade whose credential is rejected; it is a question of principle, and it is necessary that any action taken on this subject be set down as a precedent. If the credential of the comrade is accepted, even if he is a communist, let it also be said and known, as a matter involving principle, why the credential of a declared communist has been accepted. And if the credential is rejected, let it also be known why a credential of a declared communist has been rejected.

"First of all, I want to state emphatically that the bona fide organization in the case under discussion is that represented by Comrade Calderon. Besides, I wish to say to you that it is necessary that this convention take some definite resolution, not on the subject of communism in Russia, but on the subject of communism in Mexico; not on the subject of the communist movement or the communist ideals of Russia, but on the communist movement and the so-called communist ideals and methods of the Mexican communists.

"We want to know if the 'Confederacion Reginal Obrera Mexicana' (Mexican Federation of Labor) is the genuine, bona fide organization representative of the aspirations of the working people of Mexico, or whether it is not, for it is only in the latter case that some other organization can lay claim to being the genuine representative of those aspirations. It is necessary that this Convention make it definitely understood whether the Mexican Federation of Labor will continue permitting other organizations to challenge its right to represent the aspirations of the workers of Mexico; the right it has to be the genuine and only representative of those aspirations and the right to direct the labor movement of the country.

"I do not think that the Mexican labor movement has the right to criticize or censure the labor movement of Russia nor the methods employed by our Russian comrades within their own country. I am one of the many members of our movement who are firm advocates of the principle that the Mexican Labor Movement has the right to direct its own movement and the obligation of preventing the labor movements of other countries from attempting to direct it. And furthermore, I firmly believe that the same right and the same obligation applies to the labor movement of any other country. We must begin, then, by respecting that right so that the labor movements of the other countries will also respect our own right.

"It is necessary, therefore, that this Convention define these two questions, which arise from one and the same principle:

"First—The Mexican labor movement has no right to criticize or censure the labor movement of Russia nor the methods it employs within that country.

"Second—The communist party of Russia has absolutely no right to establish in Mexico a branch of that party, nor to attempt to direct the activities of the Mexican labor movement.

"In accord with these principles, absolutely liberal, absolutely libertarian, the only thing to do that will be the amplest manifestation of freedom, is to respect the rights of the labor movements of all countries, and to take the necessary measures to prevent the labor movements of other countries from attempting to direct our own movement. Can there be a more ample spirit of freedom than that?

"You all know that for the second time the Mexican Federation of Labor has given me the opportunity of visiting the largest countries in Europe, where the labor movements are of great importance. In each of these countries there is a national labor movement, based on the form and procedure that the various labor organizations have deemed best in their own country. There are also in existence so-called communist parties, which are really groups like the Mexican communist party composed of about one hundred persons. Under the auspices of these groups, delegations are sent from Moscow for the purpose of combating the national labor movements of the other countries, creating tremendous divisions that are causing ruin of those labor movements. And now, I want to raise my voice to charge that the Russian communist party is responsible for the fall of the labor government in England. And in all other countries, as in Spain, for example, where the fascisti and the reactionaries have gained the upper hand over the working people, they have done so through their use of the groups of so-called communists organized by the Moscow delegations.

"I want to be perfectly understood. I am not against Russia. I believe that the Mexican labor movement should support the Russian labor movement. I believe that the Mexican labor movement should defend the efforts of the Russian labor movement, but

we should support and defend them as we have supported and defended them in the past, and that is, by defending the right of the Russian workers to give to their movement within their own country the form of organization they may choose. We must defend the right of the labor movement of Russia to be communist, but we cannot allow them to do what they did to Italy, Spain, England, and all the other countries where by sending communist propagandists they have played straight in the hands of the fascisti and the reactionaries. Under the pretext that it is necessary to bore from within and to take advantage of any political movement, the gangs of bandits they have sent, like Frank Linnman, Paley, Vandendranth, Roy, and others, have allied themselves with the reactionaries, as in Mexico, where they openly advised the workers to join the reactionary revolt headed by Adolfo de la Huerta.

"I believe, comrades, that the time has come to define our position, and therefore, I make the following propositions:

"FIRST—The Mexican Federation of Labor respects the right of the Russian people to establish the regime they deem best in accord with their aspirations and interests.

"SECOND—The Mexican Federation of Labor ('Confederacion Regional Obrera Mexicana') is the only organization genuinely representative of the desires and aspirations of the working people of Mexico.

"THIRD—The Mexican Federation of Labor does not permit, and will not permit, the establishment in Mexico of Communist parties depending from and directed by the Third International of Moscow.

"I have made these explanations and have set down these questions of principle, so that the comrade whose credential we are discussing and whom I do not know personally, and other comrades of whom unfortunately we have many still, may understand definitely that in Mexico there can only be one labor movement and one only, and that it is time for these comrades to abandon their division-practising methods, and to come in good faith within the ranks of the Mexican Federation of Labor and accept its resolutions and actions. But if they desire to continue on their own initiative organizing isolated groups, if their efforts are intended to draw strength and impair the unity of the Mexican labor movement, they should understand and realize that they have no right whatsoever to sit in a convention of the Mexican Federation of Labor, nor to take part in the discussion of its problems, when, after all is said and done, they will not submit to its resolutions and actions, and instead of helping in carrying out those resolutions they will obstruct and oppose them.

"Therefore, after making all these considerations, and if the propositions I have made are adopted by this convention, I believe that the comrade whose credential we are discussing should not be allowed to be a delegate to this Convention."

STATE FUNDS BEST FOR INDUSTRY AND WORKERS

The New York State fund for workmen's accident insurance in a statement to employers sets forth the advantages of state fund insurance over all other forms of casualty insurance as follows: "Based on dividends paid by the State Fund this year and each year for six years past, insurance costing you \$100 in the State Fund, would cost \$138 in a Stock Company. Why pay more than State Fund rates for Compensation Insurance? Saving \$15 out of every \$100 you invest is a good business proposition. If, in addition, on the \$85 really invested you can get a fifteen per cent dividend, cutting your cost to \$72 instead of \$100, you will call this a gilt edge business transaction. The State Fund furnishes a Compensation Insurance at cost, its initial rate being 15 per cent less than charged by any other carrier. Its surplus is returned to policyholders in dividends. The dividend this year is fifteen per cent, which is in addition to the reduction in rate. While the State Fund, like mutuals, pays dividends, you cannot be assessed when insuring in the State Fund. The State Fund's coverage is more complete than is afforded by any other carrier. Its service in accident prevention is equal to the best. Its payment of claims is prompt and fair."—American Labor Legislation Review.—A. A. for Labor Legislation.

CO-OP STORE PAYS GREATEST DIVIDEND IN GIFT TO HUNGRY

The amount saved in dollars and cents is not the most important service of the co-operative movement. The Workingmen's Co-operative Society of Natal, British Columbia, is an eloquent testimonial to the supremacy of brotherly love and mutual aid in the achievements of practical co-operation. This successful co-operative store has just given a carload of flour, valued at \$800, to the coal miners on strike in the big Vancouver Island mining camp, and the expense charged to the society's reserve fund.

The only competitor to the co-op store in Natal is a company-controlled rival. Just how co-operation aids the workingman is shown by the situation at Natal, where the private store rolls up profits by which the greedy company fights its employees, while the co-op. enterprise gives freely of its surplus to help the struggling workers better their standard of living. And that, of course, is but one phase of its service. Every day of the year it is engaged in the more prosaic but fundamental business of giving better goods with better service at lower prices than its private rival, while cutting the profits with its shareholders and customers. Certainly after this experience few workingmen in Natal will patronize the private company store.—Co-operative News Service.

You are rich only as you enrich the lives of others.—Forbes Magazine (N. Y.).

FROM LATE REPORTS OF INTERNATIONAL OFFICERS

International President W. D. Mahon, who is a delegate of the Amalgamated Association to the Annual American Federation of Labor convention called to meet in El Paso, was November 17, due to the office work of the Association unable to attend the first week of the convention. In Detroit a tense situation arose over a recount in the recent mayoralty election. A contesting candidate demanded a recount when the official returns showed candidate John W. Smith to have been elected. This election was of special concern to the organized street railway men of Detroit who are employed upon the city lines. The previous acting mayor, Jos. Martin, had set in motion a movement to deny the employes of organized representation for collective bargaining with the street railway commission. Certain of the men had been discharged for their union activities. Upon advice of President Mahon, and in order to avoid a strike that the management under Mr. Martin was trying to precipitate, the question of the right of collective bargaining was taken before presiding Justice Richter of the Wayne County Circuit Court on a petition for a writ of Mandamus to cite the commission to comply with a previously made collective agreement which was repudiated by the street railway commission under Mr. Martin. This mandamus order was obtained, but under Martin's appeal, was appealed to the Supreme Court of Michigan and was pending a hearing to be had early in January, and exacted a brief on the case to be filed early in December. The installing of Mr. Smith as mayor was expected to result in the cancelling of the appeal, and a compliance with the mandate issued by the Circuit Court. However, the recount was completed, showing Mr. Smith to retain his lead as the winning candidate, and he was installed as mayor, November 22. This assures a withdrawal of the court case and an amicable settlement of the Detroit situation. President Mahon recognized the disruptive designs of Candidate Martin and departed from his time honored non-interference municipal political policy in the interest of Candidate Smith, whose candidacy was endorsed by the entire Detroit labor movement. The seating of Mayor Smith will release President Mahon for attendance at the final sessions of the A. F. of L. convention. To November 24 he was at the International Office caring for the general affairs of the Association.

First International Vice-President Wm. B. Fitzgerald, in the early part of November was at the General Office in Detroit, where he assisted International President W. D. Mahon upon the general affairs of the Association. He also assisted upon the work of the M. O. branch of Division No. 26, Detroit in consultation with the I. P. and Association attorneys upon the court case that was under the advisement of the I. P. He also held conferences with the

officials of the Detroit United lines upon the subject of manning busses by members of the locals affected by the introduction of bus service upon the Flint, Monroe & Toledo and the Port Huron lines, involving members of Divisions Nos. 26, Detroit and 90, Mt. Clemens. He attended and addressed a two-session meeting of Division No. 245, Jackson, Mich. and consulted with the officers of that local upon its affairs. Under date of November 24, he was at El Paso, Texas, where he was, with other delegates, representing this Association at the convention of the American Federation of Labor.

Second Int. Vice-Pres. P. J. O'Brien, at Springfield, O., assisted Division No. 845 in conferences upon conditions for the operation of one-man cars being installed upon the Springfield city system. Conditions were verbally agreed upon, although the written agreement contains nothing of the nature sought, as it was made at a time not requiring it. According to his report of November 19, he was again at Dayton, O. assisting Divisions Nos. 749 and 810 in an endeavor to obtain an understanding upon terms of employment.

Eighth Int. Vice-Pres. James Largay reports the consummation of the agreement of Division No. 789, Gates, N. Y. with the R. L. & B. Ry. The agreement carries with it a two cents per hour increase in wages. Vice-Pres. Largay later visited Rochester, N. Y. where he advised with the officers of Division No. 282 upon the affairs of that local. Per his report of November 15, he had returned to his home in Utica.

Tenth Int. Vice-Pres. M. J. Murray, per his report of November 5, completed a case of arbitration under his direction in the interest of the Rainier branch of Division No. 587, Seattle, Wash. It was the subject of reinstatement of a discharged member. An adverse award was rendered.

Twelfth Int. Vice-Pres. John M. Parker, was rendering assistance to Divisions Nos. 592, Fredonia and 624 of Buffalo upon which system the various municipalities are protesting a proposed introduction of the one-man car. Per his report of November 17, the situation was pending a hearing before the New York State Public Utilities Commission.

General Executive Board Member Edw. McMorro, late in October and early in November, visited Divisions 794 and 829, Wichita, Kansas, one being the Wichita City Line employes, and the other an inter-urban line Local. He advised with Division No. 794 upon a wage agreement adjustment. He reports the Locals in good condition. He later visited Division No. 797, Wichita, Kansas, where he addressed a meeting and advised with the officers upon the affairs of the Local. He visited Division No. 847, St. Joseph, Mo. and addressed a

meeting of the Local. At Boone, Iowa, he addressed a meeting of Division 334, and reports the Local in good shape. At Cedar Rapids, Iowa, he attended a meeting of Division 638, and advised with the Local Officers upon agreement work. The adjustment of a wage provision is pending there. At Ft. Dodge, Iowa, he attended a meeting of Division 742, and advised with the officers upon the affairs of that Local. He later attended a meeting of Division 779, Sioux City, Iowa, and found the Local in a prosperous condition. Per his report of November 22 he was at Dubuque, Iowa in advisement with the officers of Division 329. Reviewing his work in visiting and attending meetings of these various Locals, he reports them all well officered and that the members are among the most progressive of the Association. Most of his work was in line with wage and agreement work. In the course of his work he again appeared before the State Utilities Commission of Illinois in the interest of the wage question that is before that Commission affecting the motormen, members of Division 293, Marion, Ill., a decision upon which was yet pending.

G. E. B. Member Magnus Sinclair was required to visit Hamilton, Ont., where he assisted Division 876, the members of which are employed upon the Radial Lines. Fifteen men had been laid off by the management upon the excuse that it was necessary to eliminate this number of men from the service on account of a recession in the work of the railway. He later took up a grievance in the interest of Division 622, Peterboro, Ont. with the management of the Hydro-Electric Railway Department and under date of November 23, this case was pending a decision from the General Manager.

G. E. B. Member P. J. Shea, at Dover, N. J., assisted Division 947, upon a grievance resulting from the discharge of a member. After a thorough investigation and various conferences, the case was dropped. He later visited Trenton, N. J., where he assisted Division 540, in obtaining an agreement provision to cover bus operation. He visited Atlantic City where two of the members of the Atlantic City Local had been arrested upon the charge of conspiracy and obstruction of operation of the railway at the time of the recent Atlantic City Street railway strike. Upon trial in court these two members were acquitted of the charges brought against them. At St. Benedict he visited Division No. 969 and assisted the Local upon a grievance. From this situation he visited Steubenville, Ohio, where he addressed Division No. 285, and Butler, Pa., where he addressed a meeting of Division 223. At Wheeling, W. Va. he addressed a meeting of Division 103, and consulted with the officers upon the affairs of that Local. He later visited New Castle, Pa., and addressed a meeting of old Division 89, and at Youngstown he addressed meetings of Divisions 214 and 272. He attended and

addressed a meeting of Division 52, East Liverpool, and a joint meeting of Divisions 696 and 702, at Canton, Ohio. Per his report of November 23, he was at Akron, Ohio, where he was assisting Division 98 in negotiating an agreement to cover bus operation, which is a feature of the N. O. T. Railway Co.

G. E. B. Member John H. Reardon visited Portland, Me., where he assisted Division 714 in conferences with the management of the employing company upon the subject of extra work, where it was complained that extra work, in a measure, was being accorded to men who had been laid off, by calling them back on certain days. This, it was held, was a violation of the agreement. Conferences led to an understanding that this policy would be discontinued December 1. He met with the Joint Advisory Board of the Eastern Massachusetts Locals upon the adjustment of a grievance provision dispute, which, through conferences with the management was adjusted. At Framingham, Mass. he advised with the officers of Division 620, upon the subject of seniority resulting from the introduction of the one-man car upon the Marlboro Division. Under date of November 22 he was at Providence, R. I. assisting Division 618 upon agreement work. He also reports that an award in the recent wage arbitration involving the members of Division 600, Waltham, Mass., was pending.

G. E. B. Member Wm. F. Welch, under date of November 1, reports that he has recovered from his recent serious illness and has returned to his home in Wheeling, W. Va.

G. E. B. Member James B. Lawson closed his work at Charleston, S. C. in behalf of Division 610, and reports that agreeable relations are established between the Local and the employing property. Under date of November 1 he had returned to Shreveport, La.

G. E. B. Member Alex McGuire visited Division 859, Decatur, Ill., and assisted the Local upon its affairs. In the course of this visit he attended a meeting of Division 915, Granite City, Ill. and advised with the Local upon bus operation, and attended and addressed meetings of Divisions 125 and 805, E. St. Louis, and reports those Locals in good shape. While in this vicinity, together with First Vice-President Wm. B. Fitzgerald, he attended and addressed a meeting of Division 788, St. Louis, Mo. Per his report of November 22 he was at Green Bay, Wis., assisting Division 857 upon grievance work.

STRIKES AND LOCKOUTS

Dayton, Ohio.—Division No. 749, the members of which are employed by the Dayton Street Railway Company suspended work November 22. The Local was endeavoring to establish collective agreement

relations with the employing company. The management of the property refused to meet and treat with the officers of the Local, or even with a committee chosen by the employees who are members of the Association. In its endeavor to reach mutual agreement with the management the Local was assisted by Second Int. Vice-President P. J. O'Brien. The company immediately employed strike breakers with which cars are being operated. The Ohio State Labor Department is endeavoring to effect some settlement which the management of the property is at this time evading.

The Department of Research and Education of the Federal Council of the Churches of Christ in America, has made a compilation and given out a statement upon immigration, which shows a marvelous increase in immigration of Mexicans to the United States within the last ten years. Starting with 1914 the migration from Mexico is given as 13,089 Mexicans. In 1919, immigration had increased to 28,844. In 1923 it was 62,709 and in 1924, 87,648, or 6½ times more than the number that migrated from Mexico to the United States in 1914. The immigration act, which became effective July 1, 1924, places those born in the Republic of Mexico among non-quota immigrants, of whom it is stated may enter in unlimited numbers, so long as they pass illiteracy and other tests. The statement shows that 63 per cent of those coming from Mexico into the United States in 1924 adopted Texas as their future permanent home and 17.1 per cent migrated to California where 13.9 per cent entered Arizona, with 1.3 per cent in New Mexico. One per cent adopted as their future home various places in the State of Illinois. Reports indicate that a considerable number are in Kansas, Oklahoma, Minnesota, Montana, Missouri, Nebraska, Nevada and Pennsylvania. A Mexican colony estimated at about 5,000 is reported in the neighborhood of the steel mills at Joliet, Ill., and smaller colonies have settled at Gary, and Indiana Harbor, Ind., Erie and Johnstown, Pa. Last year 18,744 Mexican school children were registered in the public schools of Los Angeles, Calif.

Secretary-Treasurer and Business Agent of Division No. 360, Alliance, Ohio, at the recent Ohio State election was elected for his second term of two years to the Ohio State Legislature as one of the three representatives of Stark County. An alliance newspaper reporting upon the election shows that Brother Robinson received nearly 38,000 votes and over 4,000 votes ahead of his closest colleague elected upon the same ticket. He led in the balloting in the city of Alliance by 1,100 votes. Brother Robinson recognizes and appreciates what his brother street car workers did for him in Canton, Massillon and Alliance, there being three Locals of the Amalgamated wholly and in part within Stark County. He also appreciates the service rendered to his candidacy by the trade unionists of other

organizations within the County, as well as the voters in general who supported him, and thus renewed their expression of confidence in him as a servant for the people in associating in the law-making for the old State of Ohio.

THE LAWS GOVERNING THE PAYMENT OF DUES

By W. D. Mahon, Int. Pres.

I take this means of calling the attention of our membership to the law of the Association governing the payment of dues on the part of the membership. My reason for this is, that from time to time we receive letters in the General Office from members who have been suspended for the non-payment of dues and who are seeking re-instatement that blame the Financial Secretary and Dues Collector for not hunting them up and requiring them to pay their monthly dues.

It seems, therefore, to be the opinion of some that it is the duty of the Financial Secretary and Dues Collector to follow members around and require them to pay up, and therefore, for the enlightenment of such members, I take this means of calling their attention to the laws of the Association upon that subject.

I would recommend that each member carefully read Sections 83, 84 and 85 of the General Constitution and then turn to Section 92 and carefully read that. Section 92 in part says—"It is the duty of each member to see that his dues, fines, assessments and other moneys owed the Association are promptly paid, as the law specifies, and that he is in possession of a paid-up working card by the fifteenth (15th) of each month, and it is especially his own duty to look after and pay the same." You will see by this section that it is not the duty of any officer to follow up a member for the purpose of collecting his dues. It is true that most of our Divisions have a special day or possibly two days a month in which the Financial Secretary or Dues Collector goes about to collect the dues of the members. Now each member knows the time and place. He also knows that the Financial Officers of his Division are anxious to see that each and every member gets his card on time and is in good standing in the Association.

When a member joins this Association, he takes an obligation to live up to the laws of the Association and to do all that the can to promote its best interest and it is a part of the law as above specified that he keep himself in good standing and looks after that himself. If a member will just stop and think, it is not only to his interest as a union man to keep himself in good standing and aid the Officers in promoting the best interests of the Association, but it is also to his family's interest that he look after his own welfare.

A great many of our members depend in case of death, total disability or when old age overtakes them, on the benefits that they receive from this Association and,

therefore, it is not only to their interest as union men, but to the interest and welfare of their families that they look after and meet their financial obligation in this Association and by that work aid in promoting and advancing and building up the best interest of the Organization.

The Amalgamated Association of Street and Electric Railway Employees is an organization of poor men and women. The benefits of each and every member depends upon strict co-operation on the part of all and, it is therefore, the duty of each member to faithfully carry out his obligation to this Association.

Again I am calling on the indifferent member to give this matter the consideration that it is entitled to, and to read the laws of his Association upon this subject. I feel that if all will do this, there will be very little trouble regarding the reinstatement of members for neglecting their own interest.

Disbursements from the Death, Disability and Old Age Benefit Fund during the month of October, 1924, were made to beneficiaries on claims as follows:

Death Benefits

W. H. Cottrell, financial secretary of Div. No. 101, for administrator of estate of deceased, for beneficiaries, death claim of Donald McCulloch, deceased, late member of Div. No. 101, Vancouver, B. C.; cause, Accidental death—Struck by automobile while working as trackman	\$600.00
Russell B. Forquer, beneficiary, death claim of Charles Forquer, deceased, late member of Div. No. 697, Toledo, Ohio; cause, Strangulated Hernia (left)	800.00
Mrs. Clyde A. Towne, beneficiary, death claim of Clyde A. Towne, deceased, late member of Div. No. 285, Steubenville, Ohio; cause, Heart Failure	700.00
James W. Carroll and Margaret H. Carroll, executors of will of deceased, for beneficiaries, death claim of Philip Carroll, deceased, late member of Div. No. 589, Boston, Mass.; cause, Acute Dilatation of Heart	800.00
Wm. S. McClenathan, secretary-treasurer of Div. No. 308, for beneficiaries, death claim of Lillian I. Bond, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Cardiac Dilatation with Myocarditis and Endocarditis	800.00
L. A. Graesser, financial secretary and treasurer of Div. No. 788, to apply on bill of funeral expenses, death claim of John Keveney, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Carcinoma of Liver	100.00
Mrs. Vernie E. Wilson, beneficiary, death claim of Vernie E. Wilson, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Thrombosis of Right Coronary Artery and Aortic Regurgitation	600.00
Elizabeth Brautigan, beneficiary, death claim of E. Brautigan, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Broncho-Pneumonia	800.00
Mrs. George M. Root, beneficiary, death claim of George M. Root, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Acute Cardiac Dilatation	700.00
Mrs. Emma A. Bailey, beneficiary, death claim of Herbert Bailey, deceased, late member of Div. No. 304, Glens Falls, N. Y. cause, Carcinoma of Prostate Gland	800.00
Mrs. Anna Townsend, beneficiary, death claim of Leslie Townsend, deceased, late member of Div. No. 192, Oakland, Calif.; cause, Gastro-Enteritis	450.00
Mrs. Louise Nolte, beneficiary, death claim of Theo. Nolte, deceased, late member of Div. No. 627, Cincinnati, Ohio; cause, Paralysis Agitans	800.00
Mrs. Irene Robisch, beneficiary, death claim of Ernest Robisch, deceased, late member of Div. No. 627, Cincinnati, Ohio; cause, Phthisis Pulmonalis	800.00

Charles Quarrington and Ruth Quarrington, beneficiaries, death claim of William Quarrington, deceased, late member of Div. No. 880, Camden, N. J.; cause, Apoplexy	100.00
Mrs. Estelle Thomason, beneficiary, death claim of Isaac L. Thomason, deceased, late member of Div. No. 732, Atlanta, Ga.; cause, Pulmonary Tuberculosis	600.00
C. C. Ferguson, financial secretary and treasurer of Div. No. 694, for beneficiary, death claim of L. S. Lanauz, deceased, late member of Div. No. 694, San Antonio, Texas; cause, Cerebral Embolus	800.00
Margaret McPherson, beneficiary, death claim of William McPherson, deceased, late member of Div. No. 113, Toronto, Ont.; cause, Foud dead—Probably Ruptured Aortic Aneurysm, also Consumption	700.00
Mrs. Anna Engel McCabe, beneficiary, death claim of Thomas McCabe, deceased, late member of Div. No. 789, Gates, N. Y.; cause, Interstitial Nephritis	600.00
Mrs. Evadina Workman, beneficiary, death claim of Herman Workman, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Myocarditis	800.00
Mrs. Lena Noll, beneficiary, death claim of Charles H. Noll, deceased, late member of Div. No. 26, Detroit, Mich.; cause, Internal Hemorrhage following crushing injuries to chest—struck by auto	800.00
Mrs. Jessie Thomas, beneficiary, death claim of F. W. Thomas, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Apoplexy	800.00
Mrs. Margaret Curley, beneficiary, death claim of Patrick J. Curley, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Chronic Endocarditis	800.00
Mary A. Sweeney, power of attorney for beneficiaries, death claim of John J. Sweeney, deceased, late member of Div. No. 589, Boston, Mass.; cause, Oedema of Glottis	800.00
Mrs. Filomena Pupoli, beneficiary, death claim of John (Giovanni) Pupoli, deceased, late member of Div. No. 589, Boston, Mass.; cause, Cerebral Hemorrhage	800.00
Mrs. Beatrice Clay, beneficiary, death claim of George H. Clay, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Diabetes Mellitus	800.00
Cora E. Berger, beneficiary, death claim of Howard E. Berger, deceased, late member of Div. No. 956, Allentown, Pa.; cause, Miliary Tuberculosis	400.00
Gina Elsang, beneficiary, death claim of Andrew Elsang, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Chronic Valvular Disease of Heart	100.00
Annie Barber, beneficiary, death claim of Charles S. Barber, deceased, late member of Div. No. 448, Springfield, Mass.; cause, Angina Pectoris (Heart Disease)	800.00
M. J. Hennessey, financial secretary and treasurer of Div. No. 448, for reimbursement for moneys advanced subject to conditions in case, death claim of William E. Bennett, deceased, late member of Div. No. 448, Springfield, Mass.; cause, Multiple Sclerosis of Spinal Cord and Paralysis	800.00
W. D. Robbins, financial secretary of Div. No. 113, for executors of will of deceased, for beneficiaries, death claim of James Hickingbotham, deceased, late member of Div. No. 113, Toronto, Ont.; cause, Disminated Sclerosis (Paralysis)	800.00
E. O. M. Fehrstrom, financial secretary and treasurer of Div. No. 589, for payment of funeral, tombstone, doctor, hospital, and other bills, death claim of Robert P. Gately, deceased, late member of Div. No. 589, Boston, Mass.; cause, Myocarditis and Pulmonary Oedema, also Chronic Nephritis	800.00
Elizabeth Reinhardt, beneficiary, death claim of Henry Reinhardt, deceased, late member of Div. No. 820, West Hoboken, N. J.; cause, Carcinoma of Liver	275.00
David D. Brimhall, financial secretary of Div. No. 382, for beneficiary, death claim of Joseph Warren, deceased, late member of Div. No. 382, Salt Lake City, Utah; cause, Heart Failure and Pericarditis with effusion	100.00
Grace Nobe, beneficiary, death claim of Leo Nobe, deceased, late member of Div.	

No. 788, St. Louis, Mo.; cause, Chronic Interstitial Nephritis.....	500.00	Div. No. 900, Highwood, Ill.; cause, Dilatation and Myocarditis.....	100.00
Mrs. Augusta Bethke, beneficiary, death claim of Christopher Bethke, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Chronic Nephritis.....	800.00	A. M. Dawson, executor of will of deceased, for beneficiary, death claim of W. P. Robinson, deceased, late member of Div. No. 843, Bellingham, Wash.; cause, Accident—Head-on Collision with a work car and passenger car, causing Peritonitis following injury.....	500.00
Ida J. Bell, beneficiary, death claim of Jesse L. Bell, deceased, late member of Div. No. 757, Portland, Oregon; cause, Hemorrhage of Brain.....	700.00	Mary A. Tilton, administratrix of estate of deceased, for beneficiary, death claim of Timothy P. Donovan, deceased, late member of Div. No. 589, Boston, Mass.; cause, Pulmonary Tuberculosis.....	500.00
Laurilla Whitlatch, beneficiary, death claim of John E. Whitlatch, deceased, late member of Div. No. 757, Portland, Oregon; cause, Complication of Diseases.....	700.00	Elizabeth H. Murphy, beneficiary, death claim of Patrick H. Murphy, deceased, late member of Div. No. 589, Boston, Mass.; cause, Bronchial Pneumonia.....	800.00
Alice Ida Thomas, beneficiary, death claim of Arthur O. Thomas, deceased, late member of Div. No. 757, Portland, Oregon; cause, Acute Hemorrhagic Pancreatitis.....	700.00	Adelaide M. Cochlin, beneficiary, death claim of John Cochlin, deceased, late member of Div. No. 589, Boston, Mass.; cause, Carcinoma of Stomach.....	800.00
Armonella Prindle, beneficiary, death claim of Charles S. Prindle, deceased, late member of Div. No. 757, Portland, Oregon; cause, Paralysis Agitans.....	700.00	Allie Paull, beneficiary, death claim of Albert Paull, deceased, late member of Div. No. 268, Cleveland, Ohio; cause, Chronic Bronchitis and La Grippe.....	600.00
Mrs. Frida Huber, beneficiary, death claim of John Huber, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Cerebral Hemorrhage.....	800.00	Bert Halterman, beneficiary, death claim of Eugene D. Halterman, deceased, late member of Div. No. 268, Cleveland, Ohio; cause, General Paralysis of the Insane.....	800.00
Mrs. Mary A. Foote, beneficiary, death claim of Patrick A. Foote, deceased, late member of Div. No. 589, Boston, Mass.; cause, Arthritis and Hypostatic Pneumonia.....	800.00	Mrs. S. Edwards, beneficiary, death claim of Edward Edwards, deceased, late member of Div. No. 268, Cleveland, Ohio; cause, Acute Hemorrhagic Pancreatitis.....	700.00
Catherine Curran, beneficiary, death claim of Walter E. Curran, deceased, late member of Div. No. 22, Worcester, Mass.; cause, Nephritis.....	800.00	George E. Adams, financial secretary and treasurer, for beneficiary, death claim of B. P. Hoag, deceased, late member of Div. No. 215, Wheaton, Ill.; cause, Apoplexy.....	800.00
Mrs. Pauline J. Daverede, beneficiary, death claim of John Daverede, deceased, late member of Div. No. 194, New Orleans, La.; cause, Tuberculosis.....	800.00	Gus. J. Bienvenu, financial secretary of Div. No. 194, for beneficiaries, death claim of G. Vandrell, deceased, late member of Div. No. 194, New Orleans, La.; cause, Cystitis and Toxemia.....	800.00
Mrs. Agnes Blaha, beneficiary, death claim of Frank Blaha, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Organic Heart Disease.....	800.00	Wm. S. McClenathan, secretary-treasurer of Div. No. 308, for to apply on bill of funeral expenses, death claim of Mary McDonald, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Myocarditis and Acute Dilatation of Heart.....	100.00
Mrs. Nell Broderick, beneficiary, death claim of Thomas J. Broderick, deceased, late member of Div. No. 603, Sheridan, Wyo.; cause, Gun-shot wound of head—self-inflicted.....	800.00	Mrs. Margaret Probst, beneficiary, death claim of Charles Probst, deceased, late member of Div. No. 627, Cincinnati, Ohio; cause, Cardiac Failure.....	800.00
Mrs. Alice Hunnerbein, beneficiary, death claim of P. J. Hunnerbein, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Cerebral Hemorrhage.....	50.00	Mrs. Mary Willis, beneficiary, death claim of John Willis, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Carcinoma of Larynx.....	800.00
Mrs. Catherine Puncho, beneficiary, death claim of Paul A. Puncho, deceased, late member of Div. No. 85, Pittsburgh, Pa.; Diphtheria.....	100.00	Clara Guilmette, beneficiary, death claim of Edmund Guilmette, deceased, late member of Div. No. 620, Framingham, Mass.; cause, Pneumonia.....	100.00
Mrs. Annie Melvin, beneficiary, death claim of William H. Melvin, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Acute Myocarditis.....	800.00	Mrs. Joseph Dupras, beneficiary, death claim of Joseph Dupras, deceased, late member of Div. No. 790, Montreal, Quebec; cause, Cancer of the Throat.....	600.00
Jane H. Watson, beneficiary, death claim of P. S. Watson, deceased, late member of Div. No. 618, Providence, R. I.; cause, Phthisis Pulmonalis and Catarrhal Exhaustion.....	800.00	Mrs. Elizabeth Marslin, beneficiary, death claim of John Marslin, deceased, late member of Div. No. 118, Pottsville, Pa.; cause, Endocarditis (Chronic)—Aortic Insufficiency.....	150.00
Mrs. Permelia Compton, beneficiary, death claim of C. L. Compton, deceased, late member of Div. No. 26, Detroit, Mich.; cause, Tuberculosis.....	800.00	Mrs. J. Etta Matheis, beneficiary, death claim of George Matheis, deceased, late member of Div. No. 568, Erie, Pa.; cause, Cerebral Apoplexy.....	800.00
Andrew H. Mefferd, beneficiary, death claim of F. L. Mefferd, deceased, late member of Div. No. 587, Seattle, Wash.; cause, Myocarditis.....	700.00	Jessie J. Dinsmore, executrix of will of deceased, for beneficiary, death claim of James W. Dinsmore, deceased, late member of Div. No. 589, Boston, Mass.; cause, Cerebral Hemorrhage.....	700.00
Ella Niemeyer, beneficiary, death claim of William Morrison (Niemeyer), deceased, late member of Div. No. 308, Chicago, Ill.; cause, Carcinoma of the Oesophagus.....	800.00	Mrs. William H. Ditchfield, beneficiary, death claim of William H. Ditchfield, deceased, late member of Div. No. 589, Boston, Mass.; cause, Sarcoma of Midia Stinum.....	800.00
Lottie Hahn, beneficiary, death claim of Elvin O. Hahn, deceased, late member of Div. No. 788, St. Louis, Mo.; cause, Renal Tuberculosis.....	600.00	Mrs. Julia Murphy, beneficiary, death claim of Daniel J. Murphy, deceased, late member of Div. No. 589, Boston, Mass.; cause, Brain Tumor and Cerebral Hemorrhage.....	800.00
Wm. S. McClenathan, secretary-treasurer of Div. No. 308, for beneficiary, death claim of Francis Allabach, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Arterio Sclerosis and Chronic Myocarditis.....	600.00	Mrs. Bridget Norton, beneficiary, death claim of John J. Norton, deceased, late member of Div. No. 589, Boston, Mass.; cause, Diabetes and Renal Tuberculosis.....	500.00
Wm. S. McClenathan, secretary-treasurer of Div. No. 308, for beneficiary, death claim of F. Gordon, deceased, late member of Div. No. 308, Chicago, Ill.; cause, Carcinoma of right kidney.....	800.00	C. H. Freeland, financial secretary of Div. No. 563, for beneficiary, death claim of William Andrew Smith, deceased, late member of Div. No. 563, Lansing, Mich.; cause, Chronic Endocarditis.....	450.00
Mrs. Anna Lenfesty, beneficiary, death claim of George F. Lenfesty, deceased, late member of Div. No. 900, Highwood, Ill.; cause, Chronic Interstitial Nephritis and Acute Pericarditis.....	400.00	Mrs. Jane Thompson, beneficiary, death claim	
Mrs. Anna Franzen, beneficiary, death claim of John Franzen, deceased, late member of			

of Alexander Harrison, deceased, late member of Div. No. 459, Bridgeport, Conn.; cause, Myocarditis.....	800.00
William Taber, financial secretary-treasurer of Div. No. 241, for beneficiaries, death claim of Andrew McSherry, deceased, late member of Div. No. 241, Chicago, Ill.; cause, Carcinoma of Stomach.....	800.00
Mrs. Esther Makris, beneficiary, death claim of George A. Makris, deceased, late member of Div. No. 26, Detroit, Mich.; cause, Acute Peritonitis following Acute Ruptured Appendicitis.....	100.00
Mrs. Ruby Waybright, beneficiary, death claim of Samuel D. Waybright, deceased, late member of Div. No. 689, Washington, D. C.; cause, Intestinal Obstruction—Duodenal Ulcer.....	150.00

Disability Benefits

W. E. Spencer, member of Div. No. 518, San Francisco, Calif.; cause, in putting up a fender at end of Line, fender fell and struck him in the back, causing removal of one of his kidneys and other injuries.....	500.00
Edgar Stanley Scott, member of Div. No. 939, Wapakoneta, Ohio; cause, While unloading freight at freight house of Company, tripped over some bundles of steel rods while going from car to Company's telephone, fell into a window previously broken cutting his right wrist on glass and totally disabling him.....	150.00

Old Age Benefits

William C. DeWitt, member of Div. No. 388, Newburgh, N. Y.....	800.00
John Jeffers, member of Div. No. 101, Vancouver, B. C.....	800.00
Benjamin Franklin Strickler, member of Div. No. 241, Chicago, Ill.....	800.00
Christ Seif, member of Div. No. 85, Pittsburgh, Pa.....	800.00
Dennis Cronin, member of Div. No. 26, Detroit, Mich.....	800.00

Total.....\$56,075.00

IN MEMORIAM

By Div. No. 515, Galesburg, Ill.

Whereas, Almighty God, in His infinite wisdom, has seen fit to remove from our midst, our esteemed and beloved brother, Thomas Gaines, and

Whereas, We, the members of Division 515, bow in humble submission to His Divine will, yet we feel the loss of a true friend, the company a faithful employe and his family, a loving father and husband, to all whom, we, the members of Division 515 extend our heartfelt sympathy and consolation in these trying hours of their bereavement; therefore, be it

Resolved, That, as a mark of esteem and respect for our departed brother we drape our charter in mourning for a period of thirty days, that a copy of these resolutions be sent to the family, the same published in the MOTORMAN AND CONDUCTOR and the Labor News, and entered in the minutes of our Division.

CHAS. H. COBB, president.
F. J. THURLBY, Rec. Secy.
NATHAN ALTUS, Fin. Secy.

Nov. 21.

By Div. No. 279, Ottawa, Ont.

Whereas, Our Heavenly Father Who controlleth all things and doeth them both wisely and well, has seen fit to call from our midst, our beloved brother, Napoleon Cousineau, who, after his long illness and suffering, was called to the Almighty God and in whose death we have lost a loyal member, his wife a true and loving husband, and their children, a loving father; therefore, be it

Resolved, That we, the members of Division No. 279 of the A. A. of S. & E. R. E. of A. in regular meeting assembled, extend to the bereaved widow and family, our heartfelt sympathy in this dark hour of affliction; and, be it further

Resolved, That as a tribute to the memory of our departed brother, our charter be draped for thirty days, a copy of these resolutions be spread upon the minutes of this meeting, a copy be sent to the bereaved family, and a copy to the MOTORMAN AND CONDUCTOR for publication.

ED. GROUL, Pres.
ALEX. SCHARFE, R. S.
FRED COLFE,
Committee.

By Div. No. 563, Lansing, Mich.

Whereas, It has pleased the Ruler of this universe to remove from the ranks of this body and from their families and friends our Brothers W. A. Smith and Paul McBee,

Therefore, Be it resolved that this body extend to the families of the deceased brothers, our sincere sympathy in their time of sorrow and assure them that we mourn with them for the loss of our brothers both of whom were men whom we respected and loved,

And, Be it further resolved that a copy of this resolution be sent to the families of the deceased brothers, that this resolution be published in the MOTORMAN AND CONDUCTOR and the Lansing Industrial News, and that our charter be draped in mourning for thirty days.

H. E. CHAMBERLAIN,
S. BLAIR,
A. L. MONTGOMERY,
Res. Committee.

Adopted 11-11-24, McEwen, Rec. Sec.

By Div. No. 645, Indianapolis, Ind.

Whereas, Almighty God, in His infinite power and wisdom, has seen fit to suddenly remove from our midst, our esteemed brother, Joseph N. Clements, who was one of our oldest members, and a member of the G. A. R. and in whose sudden death we lose a true brother, and his widow and children, a kind and loving husband and father; therefore, be it

Resolved, That Division 645 in regular meeting assembled, extend to the bereaved family, our heartfelt sympathy in this, their sad hour of bereavement, and; be it further

Resolved; That as a tribute to the memory of our departed brother, the Division's Charter be draped for a period of thirty days, as a token of respect and that copies of these resolutions be transmitted to the bereaved widow and published in the MOTORMAN AND CONDUCTOR and also spread on the minutes of the meeting.

J. R. TOMS, President.
CHAS. W. DAVIS, Rec. Sec.
WM. F. WHITE, Sec.-Treas.

Nov. 20.

By Div. No. 718, Concord, N. H.

Whereas, Our Heavenly Father, in His infinite wisdom has taken from our midst our beloved brother, Frank W. Hobart, who was a true and faithful member of the Association, devoted to his duty as an employe and was one whose life might well be emulated; therefore, be it

Resolved, That we, the members of Division 718 of the A. A. of S. & E. R. E. of A. extend our heartfelt sympathy to the bereaved widow and

Resolved, That as a token of respect, we drape our charter for a period of 30 days; enter a copy of these resolutions upon the minutes of our meeting and send a copy to the MOTORMAN AND CONDUCTOR for publication and a copy to the bereaved family.

W. S. FISHER,
A. F. SMART,
G. A. HASTINGS,
Committee.

Nov. 8.

By Div. No. 812, Clarksburg, W. Va.

Whereas, The Father of all the living, has called to His nearer presence, our brother and fellow-worker, John W. Fultz, leaving only the pleasant memories of comradeship to cheer us as we turn from the sadness of parting and go forward to our earthly duties, always remembering that just beyond us, nearer, perhaps, then we think, are the invisible lines of that great majority of departed ones who wait to welcome us to a brighter country, where sorrow and pain can never come; therefore, be it

Resolved, That Division 812 in regular meeting assembled; extend to the Wife, and Son, the most heartfelt sympathy in this their hour of sorrow; and, be it further

Resolved, That the charter of this Division be draped for a period of thirty days, as a token of respect for our departed brother, that a copy of this resolution be sent to the wife and son of the departed brother, also that it be spread on the minutes of this meeting and a copy sent to the MOTORMAN AND CONDUCTOR.

Nov. 21.

E. M. SHAFFER, Cor. Sec.
WYSE SAGER
H. W. POYNTER.

Edited By Division Local Correspondents

PRESIDENT H. A. MEEKER,
Div. No. 26, Detroit, Mich.



President H. A. Meeker, one of the oldest street railway men in Detroit, and who is President of Old Division 26, was also President of the political Club organized by the Municipal Street Railway men of Detroit in leading a successful endeavor to elect a labor-endorsed candidate for Mayor. Aside from presiding over the meetings of the John W. Smith-for-Mayor Club, President Meeker attended and presided at political meetings, taking an

active part in the campaign. Brother Meeker, aside from being one of the pioneers of Division 26, for years has held various offices, serving many times upon the agreement committee in negotiating new agreements. Prior to his street car work he was a carpenter and a member of the Brotherhood of Carpenters and Joiners. Thus he has a career of years in the labor movement. Division 26 has a membership of approximately 4,200. Some 3,400 of those work upon the Municipally owned and operated lines upon which President Meeker is a conductor.

DETROIT DIGEST

Division No. 26 is today in a position to gratifyingly report that the dangers shadowing the municipal branch of the Local for the last six months have disappeared. This comes with the result of the recent mayoralty election. It will result in changing the policy of the street railway administration, particularly as applying to the pursuit of agitating discord in the operation of the system. The policy that was pursued since the resignation of Frank E. Doremus as Mayor was one to create friction between the management and the wage workers, employed under the management. This presumably was largely due to inexperience in employment on the part of the policy-directing management, and the acting mayor who succeeded Mayor Doremus, whose set policy in employment was religiously non-union. The people of Detroit had inserted in the city charter the provision that disputes arising between the commission and employees should be arbitrated. This provision was ignored by acting mayor Martin and the commission. There was clearly an intent to agitate a strike situation, the management believing that but few of the men would enter the strike and it would be a short way to eliminate union men from the service. However, International President W. D. Mahon came to the rescue of Division 26, M. O. Branch, and under his advice the dispute was taken into the Circuit Court, where an order was issued directing the commission to comply with an agreement that was in existence at a time when an application was made for a wage increase last April, as being consistent with the City Charter. He directed the commission to arbitrate the differences. Acting mayor Martin and the commission took an appeal from this decision of the Circuit Court and at the time of the election the case was resting in the hands of the State Supreme Court. A petition has been filed with the newly elected mayor, petitioning that the appeal be withdrawn and the agreement that was repudiated by the street railway commission last April be restored, together with the relations that it provided, and also that employees dismissed from the service for asserting

their right to membership in the Amalgamated Association be reinstated.

Division No. 26 can congratulate the people of Detroit in the election of a bona fide municipal ownership exponent as mayor—one who is fully qualified and possessed of a degree of integrity that cannot be challenged.

Bus operation is yet a subject of deliberation, as relating to the course of the Detroit United Railways in installing bus service, as a terminal interurban service into Detroit, and also the introduction of busses in Flint City. The subject is yet pending conferences, with the interests of the D. U. R. Branch of Division 26, under the immediate advisement of the International President and First Int. Vice-President. The situation is being handled locally by Business Agent Sidney VanNess.

Brother James Wright of the Pontiac Interurban Division died November 11. He has been a member of Division No. 26 since May 10, 1900.

Brother Chas. F. Nixon, of the Flint Interurban, who became a member of the Local May 1, 1919, died November 23.

Brother Elmer Brown of the Flint Interurban Division took his wife's remains to St. Louis for burial on November 28, 1924. We extend to him our sincere sympathy in his bereavement.

Brother Wilfred Wadsworth has returned to the Flint Interurban Line. He has been away since the latter part of September visiting relatives in Canada.

Brother Dennis Cronin of the Baker Line resigned after receiving his old age claim from the Organization. He started his street car activities in Detroit in the old horse car days. He is a devoted lover of his organization.

Brother Chas. Beach of the Baker Line died November 16, of pneumonia. He had been a member since August 19, 1924, and was a loyal member of the Organization.

We extend to the families of our deceased brothers our heartfelt sympathy.

—Rex.

ORGANIZED LABOR THE SPONSOR OF EDUCATION OF THE POOR

Seattle, Wash.—Although tradition has it that popular education was one of the original doctrines of the American people, in practice free and universal education did not get under way until near the middle of the nineteenth century and is by no means completely obtained at the present time. It is, in fact, largely to the agitation of organized labor in the twenties and thirties that we owe the beginning of the public school system. Labor leaders looked upon education as the real hope of workingmen in their struggle to improve their lot, and in 1829 public education took its place at the head of the labor reforms demanded by the workingmen's party of Philadelphia. In March, 1834, the trades unions of the country, in a convention in New York City called to consider the professional monopoly of education, urged the necessity of an equal, universal, republican system education. The next year the convention demanded the establishment of free libraries in towns and cities for the use and benefit of mechanics and workingmen.

In 1883 in this country there were 1,000,000 illiterate children. Where there is no education you will find pauperism. Where you find education you will find progress.

All history corroborates the melancholy fact, that in proportion as the mass of the people becomes ignorant, misrule and anarchy ensue—their liberties are subverted, and tyrannic ambition has never failed to take advantage of their helpless condition. Let the productive class then, unite for the preservation of their free rights. The street car men all over the country have organizations where they can get together and work out their own problems, but some of them hate to take the time to attend their meetings, some hate to pay their dues, put it off from time to time until they are delinquent and their dependents suffer for the want of protection. Wake up. Come to your meetings and be union men.

—Cor. 587.

If you are all right you will think most people are. If not, not.—Forbes Magazine.

WORK ON JUST THE SAME

St. Louis, Mo.—At this writing, people are guessing and talking anxiously over who may be elected President of the United States. By the time this comes out in print, we will all know, and no matter who it may be, we workers will work on just the same, so, brothers, let's sit tight and continue our progress, regardless of who may be President of the United States. No party can wreck this nation.

Brother Pogue, who attended the National Safety Conference held in Louisville brought back a good report. He reports that he met but few union men there and found that in Louisville they were working under very bad conditions and low wages. Of course that is characteristic of unorganized systems. You can see, brothers, what it means. They charge that their organization was destroyed by a strike some few years ago, and they have yet to reorganize if they ever expect to class in wages and working conditions with the organized workers. This should be a tip to all of our brothers to attend meetings and put their shoulders to the wheel in support of their organization, as those of Division 788 are now doing.

Our grievances are very small and our Business Agent takes good care of them. Accidents have been reduced materially here since the Safety Movement has been on. Our officials are well pleased and so express themselves. So just keep the good work up, brothers.

We had a communication from the Barbers Local No. 102 thanking us for the hearty co-operation we are giving union barbers. They assured us that none of their members would ride busses until the company allows its employees to affiliate with our Local. The letter was signed by Secretary F. A. Heller of the Barbers.

A letter from Brother Jackson and wife of Orange, Calif., was recently received by us, thanking us for a remittance to assist them, but the letter states that he is yet very poorly.

Brother Tom McCoy continues on the sick list and unable to work.

Brother C. T. Gardner, Captain of the Material Yard was recently called to Kansas City to attend the funeral of his Brother William, who, while doing bridge work met with a fall, which resulted in his instant death. The family have our heartfelt sympathy in their bereavement.

Brother E. O. Hahn passed from this life October 7. He had been sick since in June following a kidney operation. He was laid to rest in Pineslawn Cemetery. The funeral was attended by a large concourse of friends and relatives. He was a most appreciative member of our organization, and a model father. Many of our members were in attendance to give such comfort as they were able to the bereaved widow and seven year old son and other relatives who survive, and to those sincere sympathy is extended.

—COR. 788.

RETURN EXPERIENCED OFFICERS

Des Moines, Iowa.—Old Division 441 is keeping the ball rolling. Since our last appearance in the MOTORMAN AND CONDUCTOR, several things have happened—some good, some not so good. One of the great items: The Company has put on more cars, giving more men regular runs.

Our regular election was held Monday, November 24. The result was as follows: President, Brother Ed. Schenk, 441 votes, Brother Fees, 141 votes; secretary and business agent, Brother J. B. Wiley, 353 votes, Brother Wm. Galpin, 224 votes; treasurer, J. B. Dennis, 325 votes, C. Chambers, 253 votes; recording secretary, J. B. Kreschner, who was elected without opposition.

As to our election contest, it seemed for a time that some of our older officers would lose their seats. However, the vast amount of important business for the future and the plans under way, seem at the last hour to have retained the old officers, not that we had no confidence in the new nominees, but it seemed best to keep the experienced staff. It shows that we have men who have the highest esteem of our organization, as the Local is well divided, and a strong expression was in the support that came to the new nominees.

The trainmen were handed a bonus last pay that was helpful to each one who drew it, although it was small. Some of our members have taken the pension they receive under the agreement—Brothers Lyons, Rhynerson, Baylan—others will receive pensions in early Spring.

The new Book of Rules issued by the Company is to take effect December 1.

Our new rate of fare—nine cents—goes into effect November 30. Many of our patrons say it might as well be ten cents. Yes, we know what the provision is: That the men share in the raise.

It is complimentary to the employees of the Des Moines Street Railway that so many letters commendatory of them are being received by the Manager of the company, showing appreciation for the courtesy extended to the patrons. Let's keep the good work going. It's sowing seeds from which we will reap the harvest.

If Brother Carroll doesn't share with us on that turkey he drew, it will be an indication of his selfishness.

The evening of November 20 was street carmen's night at the Anderson Tabernacle. One thousand seats were reserved for the delegation and we think every seat was filled to hear the interesting talk of the Rev. Mr. Anderson. It was worth our effort. Let's go again.

With Christmas so near your correspondent from Division 441 wishes the membership of the entire Association a Merry Christmas, and a Happy New Year, and in this expression participate the members of Division 441.

—TED.

SHEA URGES ATTENDANCE AT MEETINGS

Wheeling, W. Va.—Local 103 was alive with interest this month on account of it being Nomination meeting. Quite a few of the old officers were re-nominated. Those nominated are as follows: For president, H. J. Carroll, Wm. Hess, S. O. Wilson and Thos. Padden; first vice-president, Frank Coss; second vice-president, James Schram, Al. Richmond; treasurer, old stand-by Chas. Sonefeld; recording secretary, T. A. Swain; financial secretary, A. H. Crumley; sentinel, A. M. meeting, John Wardle, P. M. meeting, Robt. Schultz; warden, A. M. meeting, Warren Marshall; P. M. meeting, Thos. Hinton; conductor, A. M. meeting, Hugh Matern; P. M. meeting, Chas. Hughes; executive board, Island Barn, James Schram, E. D. Kennon, E. O. Shepard, H. L. Rayl, Wm. Hess; executive board, Island Shop, C. Woods; executive board, Elm Grove, Paul Mink, Earl Mount, Harry Dearn, Louis Tuffel; executive board, Pan Handle, Wm. Miles, Martin Oats. There is much opposition for executive board and also for president. When the brothers mark the ballot, I only wish they mark it for the right man, for if ever we need the right man, it is now.

Brother Sam Moore suffered a very painful injury when a sign from one of the cars fell on his right foot, bruising it and fracturing the large toe. Brother Moore will probably be laid up for some time.

Brother J. J. Blade has returned to the hospital at Washington, D. C. where he is under going treatment for being gassed. Brother Blade was here on a furlough for 30 days and is doing very nicely.

A special meeting was called on November 11, as we were honored by the presence of International executive board members P. J. Shea and W. F. Welch on this occasion. Brother Welch gave us a short but interesting talk, then introduced Brother Shea as speaker of the meeting. Brother Shea stated that he came to Wheeling for the expressed purpose of trying in some manner to get the members to attend the regular, and also special meetings of the local, and that the different locals throughout the country had made an appeal to the International Association for some remedy for the slackness in local attendance. Brother Shea then reminded the local members all that the union went through in order to survive and how at the present day we have a great union throughout the U. S. and Canada, functioning for the benefit of its members in all ways possible. Then, again, he made another appeal in the last of his talk for every member in the local to remember just what the local is, and what it stands for, and the benefits derived therefrom, and that every member has a right to attend the local meetings for the part that he as a member has to play in it, for only can a union survive through the co-operation, co-ordination and attendance of its members.

—COR. 103.

"Give me a large rat trap in a hurry," said the breathless lady in a hardware store, "I want to catch the next car."

"I'm sorry," replied the young man, "but we haven't any large enough to catch a Des Moines street car."

—DES MOINES CITY RAILWAY NEWS.

HOLDS SMOKER

Bridgeport, Conn.—Division 459 had a good attendance at the last meeting in November, at which meeting the boys decided to run another "Smoker." President Hurley appeared very enthusiastic on this suggestion as he brought the question to a quick action and a committee was appointed. The smoker was held on the following Wednesday in the Ecchorn Athletic Club on Kassouth St. This place, however, did not seem to appeal very well to the boys, as only a small number of the trolley men attended, although the house was full and this the members expected on account of the smoker being held in a club hall. Naturally the club members came up uninvited and it may be said without excess, that it was the most hungry looking bunch you could expect to see in the New York bread line during the money panic in 1908. Some of them looked as though they had not seen a square meal in some time. Nevertheless, our local gave them as well as others who attended, a good feed which long will be remembered.

Among outside guests who attended our smoker was David Scully from Waterbury, Secretary of the Conn. Joint Conference Board, who rendered a very impressive speech. He particularly praised our President, Brother Hurley for his splendid and efficient way of handling our local's affairs during his administration. Local manager George B. Potter of Bridgeport Division also gave us a short address in which he thanked the boys for their splendid co-operation during the year. Other entertainers were: P. Walker and J. Dunn from Bridgeport Police Dept. who sang many interesting songs during the evening. Light weight champion L. Bogash did his bit on the program by refereeing a couple of bouts between two of his pupils. He also made a political speech in Italian comedy and received great applause.

It may be in line to mention that it's only a couple of weeks when our local will select or elect their officers for the next administration. As far as rumors go, there seems to be plenty of prospects in view in the coming election, even some candidates names have been mentioned who do not even know that there is an election at next meeting. President John M. Hurley seems to have stronger confidence in himself than ever before. He is sure of being elected with greater majority this time. "Atta boy!" Never say die.

It may be well to remember, that in order for the officers elect to succeed, regardless of who they are or will be, it is necessary for us to show some enthusiasm for them during the entire term as we did before they were elected. There is nothing like co-operation between members and officers in an organization and it cannot too strongly be emphasized when it comes to the point of promoting the welfare and cause of organized labor.

—P. M. C. Cor. 459.

FAIR COMPANY GRANTS WAGE INCREASE

Indianapolis, Ind.—The members of Division 645 are firm believers in organization—protection for the workingman—as it brings better wages and better working conditions. We hold one meeting each month on the first Saturday night of the month. The business meeting session is held and then a social session is had.

We congratulate our Beech Grove members on receiving a recent increase in wages.

It is of much interest to reflect on the past history of Division 645, and the Company's attitude towards us when the company spent freely for sluggers and gunmen and even after the organization was established they brought in an army of special men, and how the company placed false charges against the men wearing the union button and allowed others to go free with accidents untold. Robert I. Todd, President of the Company, must feel that he accomplished wonders when he promised the committee, who presented the union articles of agreement to him for his consideration that nothing would be done until the company looked the articles of agreement over, and on the eve of that day, posted a lockout notice that unless all employees signed the special master and servant contract, they were to be no longer employees of the company. Well, we are still locked out.

Now come some of the results. Many incompetent employees, bad equipment, rolling stock run down. One wonders if the property is able to supply brooms, soap or water when one rides on the cars. And yet the company wonders why traffic has fallen off. They recently received an increase in the rates of fare under the pretense that they wished to extend lines, buy cars, and rebuild tracks. They did buy

some second hand cars. Now the company has asked the city council for the privilege of operating busses from the ends of lines instead of building new tracks. This was granted. The company fought the jitney at the Legislature and failed. Finally they got a high license through the City Council and after trying to make the public ride their filthy cars, have come to the belief that they must get into the bus business, as reported by their attorney, Mr. Michael J. Foley. At a conference Mr. Foley met a Mr. A. Smith Bowman, President of the People's Motor Coach Co. and dashed the Thirteen Million Dollar outlay, asserting that the company would have to enter the bus business to avoid bankruptcy, which would inevitably follow competition. He stated that the competition would create a higher rate of fare with the motor busses taking the cream of transportation and that the company could not keep up the outlying lines.

The Indianapolis Street Railway Co. pays wages of 37 cents per hour for first year service men, 38 cents for the second year, 39 cents for the third year, 40 cents for the fourth year, 41 cents for the fifth year, and 42 cents per hour thereafter. Organized street railway properties should take notice of this. No union man can get a job on Mr. Todd's property. Bear in mind overtime is worked at the straight wage rates. But the company is good to its men in this way: They retain a certain part of the 37 cents to 42 cents per hour in a pool controlled by the company, to pay sick and death benefits. Of course the Company in this policy sets forth the expression that it hasn't confidence that its employees can operate their own relief arrangements.

We do not hear much of Mr. Latta, who at the time as Attorney for the company was greatly elated over his opportunity to assist in driving organized labor from employment upon the Indianapolis Street Railway. He always plead that the men should come into court with clean hands. Of course the indictments for fraudulent misuse of the County funds yet stands against him and it is understood that his trial is to come up sometime in December.

We extend sincere sympathy to Mrs. Jos. N. Clements and family in the loss of their husband and father.

Brother Fred J. Webber is in poor health at this time.

Brother Chas. H. Coval's eyesight is becoming impaired. He is not improving very rapidly.
—645.

NOMINATE OFFICERS

Peterboro, Ont.—At the regular meeting of Division 622, held November 9, there was a gratifyingly large attendance. Nominations of officers for the ensuing year were made.

This being the hunting season, we have heard little of anything talked about except in reply to the question: "Did you get your deer?"

Division No. 622 expresses sincere sympathy to Brother Stewart Pogue and family in the recent death of his brother-in-law.

There has been a general fruit basket lately. The brothers have all gone on different cars for another three months.

Brother Wm. Meredith has completed his long time of batching. He is now all smiles with the resumption of housekeeping.

Our sincere sympathy is extended to the family of Brother Wm. Young in the recent sudden death of his son-in-law.

Brothers Morton and Smith recently tried to get their car to skate. It was pervous on the ice and had to go back to the rails again.

Brother Ben Weart has passed through a fine killing of porkers. His purpose is to cut down the high cost of living.

Brother Clow is to return to the happy medium. He says he no longer belongs to the heavyweights.

Our next meeting is a very important one. We would like to have every member present.

As this is the closing issue for another year, Division No. 622 would like to thank the International President and Officers for the assistance given us and the benefits we have received during the year. We also wish to extend to one and all units of the great Amalgamated Association in the different cities and communities our best wishes for a Merry Christmas and Happy New Year.

—Cor. 622.

If the world isn't using you right, make sure you are using the world right.—Forbes Magazine (N. Y.).

NEW BRIDGES CONNECT SERVICE

San Jose, Calif.—Division No. 265 can report being in a very healthy state, although we are having rather poor attendance at our meetings.

Int. Vice-President Geo. A. Deam called a meeting of the State Legislative representatives, which was held at Oakland, Calif., to discuss the question of an eight hour day law for street railway men. Brothers Jameson and F. C. Vierke attended. We of Division 265 met at a day session for night men and a night session for the day men, and voted to endorse the eight hour day movement and assessed ourselves 25 cents per capita to finance the movement and, if necessary, pay further assessments to meet any expense to get the eight hour day provision enacted into law. The Locals of California keep a standing committee to meet twice each year to discuss the general welfare of the street car men of the state and determine upon any legislative movements within the state.

We of Division 265 seem to be well satisfied with the conditions given us by our company here, as our Executive Board have received no complaints.

About August 1, San Jose commenced the building of two bridges over the Gaudelaube Creek and Los Gatos Creek. Our main line was cut in two at these points and we have just finished operating two short lines instead of one long one. It seems good to again run from East San Jose to Santa Clara.

Brother Ed. Heckman is suffering from pneumonia.

Brother E. C. Holmes shows up once in a while from a sick chair.

Brother E. C. Vierke is recovering from an accident with a one-man car.

Brother Frank Spinelli is working on the L. G. I. Brother J. E. Beyers of the L. G. I. was present at our union meeting November 20.

Brother A. J. Townbridge continues work.

Brother Geo. Tulley is recovering from injuries sustained when knocked from his wheel one morning before daylight by a truck that was running without lights.

—Cor. 265.

McMORROW VISITS LOCAL

Sioux City, Iowa.—Brother Jim Mise is again out after a successful operation for appendicitis.

Brother Ed. McCormack sports a new car. Mac is some driver.

Brother Hank Peterson has been off for a month. We would be pleased to know the reason why.

Brother Gus Mueller has been suffering from Job's affliction, but is again feeling fine and at work. The carmen here are all stock salesmen, but I have none singled out as breaking the record.

Brother Joe Damsch has given up office work and returned to the cars.

General Executive Board Member Ed. McMorrow recently paid us a visit and gave us two good talks containing valuable advice. We were obliged to call special meetings to here him, and the result was that not so many could avail themselves of the privilege, as would have been pleased to do so. We hope for a better attendance the next time he calls on us. He is surely welcome at any and all times. He knows the ends and outs of the street car business and is a good instructor on unionism.

President H. T. Woodward had a birthday party November 25. Those who attended report a good time and wish him many returns of the day.

Brothers McMullen and Mueller have returned from a prospecting trip to Omaha but found nothing to their liking.

Primary election was held November 26. There should have been more members out. We were pleased to see Brother Andy Johnson's smiling face. Please come often.

Brother Glen Kayser works part of the time in the office. His appearance indicates that he enjoys the change.

—779.

TRACKMEN ONE-HUNDRED PER CENT ORGANIZED

San Francisco, Calif.—A meeting of the trackmen's Division 687 of the Amalgamated Association was held in the Labor Temple the evening of November 25, with Brother Callaghan in the chair. Reference to the attendance will be continued in our next serial number.

Brother Ferguson, our grey Secretary, made an eloquent address to the members on the power to produce effect by spending money along union

channels. He was at his best and appeared as a reincarnated Lincoln. President Baker of the Trade Union Promotional League was present, and gave a graphic description of the aims and objects of the League. He left pledge cards for us to sign. These pledge cards provide that one will make purchases of union labelled goods and from a union clerk, and eliminate some of the mistakes of the past by purchasing where there is a 50 per cent take-off by the clerk to his boss. Your correspondent is in hearty accord with the address of President Baker.

Nominations of officers were made and there was a slight variation of 180 pounds to torment your sweet young life for at least one-half of 1925. Brother Ferguson steam rolled the writer in for correspondent.

The trackmen here are one hundred per cent organized and receive \$5.40 per day of eight hours. They are optimistic with increased prosperity in having their wages raised to \$6. per day. We realize that wages are of value only in their relation to the commodities their wages can buy. Hence our request for an increase in money.

You will receive the names of our officers by radio after our next meeting. It will be held the fourth Tuesday in December at 8 P. M.

—PRONTO.

EXTEND SERVICE

Gary, Ind.—Our company has just put on eight more runs. The Miller line is almost completed, which means more work. A few men have been added to our list.

There has nothing yet been said in Division 517 relative to the coming election of officers.

Brothers Phrol and Brown are now enjoying their vacations and ducks are sure suffering. On their return we expect to hear some large duck stories.

At this time there is considerable sickness among our members and their families. Brother Thomas wife recently underwent an operation and is reported doing nicely. Brother Wm. Brown had a very serious accident while trying to straighten a piece of iron at his home. The iron sprung from his hand, striking the corner of his eye and fracturing a frontal bone. Fortunately he didn't lose the sight of the eye. But it was a narrow escape.

—Cor. 517.

ELECT NEW OFFICERS

Galesburg, Ill.—Division No. 515 elected officers at the final meeting of November. Officers elected were: President, C. H. Cobb; vice-president, R. B. Blanton; recording secretary, L. W. Crawford; financial secretary, M. Alters; corresponding secretary, F. H. Allison; conductor, W. L. Holt; warden, Geo. Angel; sentinel, L. W. Wogoman; executive board, E. U. Brown, H. W. Evans, E. G. Johnson, G. B. Johnson and H. F. Lucas.

Division 515 can report progress. We expect a sort of livening up next year, in a business way.

—515.

There is no questioning the value of a benefit association to underpaid employees. Open shop employers have long since looked upon the "benefit" or "relief" association, so constructed as to be within the control of the employing company, as a good and convenient barrier for the protection of a low wage policy.

Are employees unable to care for their own welfare? Unorganized, yes. And if unorganized, with the low wages they receive they make the most excellent field for exploiting a fake welfare concern. Is it a fake welfare concern? Ask the dependents of a discharged employee who sense the effect of the inhuman "welfare concern" that adds in languish to the already underfed and underclothed children. Low wage, non-union employing managements are brave warriors. The victims of their welfare concern are illustrations of their bravery and their humane feeling.



PRESIDENT JOHN MOONEY

President John Mooney, Division No. 518, San Francisco, Calif., and the dog he used in the recent San Francisco Municipal Election, at which he and his associates were enabled to put over two amendments to the San Francisco City Charter, one of which provides for the eight-hour day to be completed within ten consecutive hours, which amendment appears in another column of this issue. Brother Mooney credits the dog with much advertising among the voters of San Francisco.

SAN FRANCISCO ESTABLISHES EIGHT HOUR DAY

At the recent municipal election in San Francisco an amendment to the city charter was voted upon, upon the subject of the eight-hour day as applying to municipal street railway employees. The amendment was prepared under the direction of Division 518 of the Amalgamated Association of Street and Electric Railway Employees of America. The San Francisco Local is comprised of the platform employees of the municipal street railways of that city. Division No. 687 is comprised of employees of other departments of the San Francisco municipal street railway. This Local, of course, sustained Division 518 in its endeavor to obtain the election of the eight-hour amendment.

Heretofore the eight-hour day did not apply to the motormen and conductors, although they had an agreement with the management that established the basic eight-hour day, but left the spread of the eight hours largely to the management and schedule makers and in many instances the

day was spread over eleven and more hours. Also there was no limit to overtime.

The amendment that was adopted by a vote of the people received a majority of 22,708 votes out of a total vote of 115,376 cast, is as follows:

Charter Amendment No. 21

Describing and setting forth a proposal to the qualified electors of the City and County of San Francisco, State of California, to amend the Charter of said City and County by adding thereto a new section to Article XII, designated as Section 20, relating to certain employments in the operating department of the Municipal Railway system.

The Board of Supervisors of the City and County of San Francisco hereby submits to the qualified electors of said City and County at the general election to be held on the 4th day of November, 1924, a proposal to amend the Charter of the City and County, as follows:

That a new section is hereby added to Article XII, to be known as Section 20, and to read as follows:

Section 20. Persons employed as platform men or bus operators in the operating department of the Municipal Railway system shall receive the following conditions of employment:

The basic hours of labor shall be eight hours, to be completed within ten consecutive hours; there shall be one day of rest in each week of seven days; all labor performed in excess of eight hours in any one day or six days in any one week shall be paid for at the rate of time and one-half.

Ordered submitted and published by the Board of Supervisors, September 18, 1924.

DESPERATE SITUATION OF HUNGARIAN RAILWAYMEN

The Hungarian Railwaymen are still labouring under extreme difficulties. The ban on the "free" trade unions still persists, the Government only tolerating "Christian" and "Young Hungarian" organizations. The union journal has been suppressed and the police exercise constant vigilance to prevent the union from continuing its activities secretly. The houses of many ex-members were recently raided, and two comrades were detained for a whole week. The staff of the railways is at present reduced, men suspected of socialist sympathies being singled out for dismissal. No compunction is shown in dismissing permanent men and replacing them by temporaries. At the same time the management has decided to introduce a ten-hour day. Wages are about a third of the pre-war standard, although prices of staple commodities still remain above the 1914 level. As a result, the railwaymen are in a desperate situation. Intense indignation is felt and is continually spreading. For this reason the authorities show an almost feverish zeal in preventing the railwaymen from reorganizing their union.— I. T. F. News.

PRINTERS ERECT MEMORIAL TO WORLD WAR SERVICE MEMBERS

Names of all union printers of the United States and Canada, who served in the forces of the Allies in the World War will be inscribed on a memorial tablet to be placed in the Union Printers Home at Colorado Springs, Colo., according to an announcement made at headquarters of the International Typographical Union here.

AUTOMOBILES WHILE REDUCING THE BUSINESS OF STREET RAILWAYS ON ONE HAND HEAVILY INCREASE DAMAGE EXPENSES ON THE OTHER

By W. D. Mahon

The fact that automobiles and auto trucks are making heavy entrance into the street and electric railway business is plain to all, but we doubt if many realize that while the auto is cutting down the business that it is also increasing heavily the costs for damages.

Twenty years ago there were very few automobiles, and no auto trucks to compete with the street railway business. As a result, the damage costs that street railways were compelled to pay because of accidents did not exceed 3% of the gross income of the Companies. To-day the accidents of street railways due to the increased number of automobiles and auto trucks, has increased to where it averages for the street railways Companies over 5% of the gross earnings; some Companies 10% and there have been Companies that have paid as high as 17% of their gross income to meet their damage expenses.

An examination of the death and disability funds of the Amalgamated Association clearly shows what effect the automobile is having on the employees of the Companies. In the years of 1919 and 1920 this Association paid forty-one (41) death claims and three (3) disability claims for men that were killed and totally injured by automobiles. In the years of 1921 and 1922 this Association paid forty-one (41) death claims and six (6) total disability claims where men were killed and injured by automobiles while doing their duty. Thus, in four years there were eighty-two (82) members of this Association killed, and nine (9) totally disabled from ever following the occupation again, by automobiles. Now, that only reflects the accidents to members of our Association following the occupation that were in good standing in the Association and entitled to benefits. It does not give a record of the slight injuries, for we pay benefits for death or total disability only, and it does not give any record of the members who were not entitled to benefits, or the men who are not members of the Association.

To give you some idea of the accidental side of the automobile, I would call your attention to an article by Louis Resnick published in June of this year in the magazine called "Business." He calls attention to the fact, "that in the past year we had fifteen million motor vehicles in the United States and that there were killed approximately sixteen thousand people in the year, and four hundred thousand seriously injured." The records taken from year to year show that for every million of automobiles put into service, one thousand persons are killed each year and twenty-five thousand persons are injured annually. Mr. Resnick calls attention to the fact, "that motor vehicle accidents now kill two-thirds as many persons as are killed in all

the factories, mines, railroads, public utilities and other industrial plants of the United States. Motor vehicle accidents now kill more children than typhoid fever and scarlet fever combined," and the increase of automobiles continues from day to day. It is one of the most serious problems now confronting the people of America.

James Dalton, Editor of the Automobile Industry says, "traffic safety outweighs in importance any problem that confronts makers, sellers and users of automobiles." It is, therefore, I repeat, a growing and serious problem to the street and electric railway industry of America from all sides. Not only are the automobiles displacing the street and electric railway but the cost for damage and danger to life and limb are steadily increasing each and every hour, and it calls for serious consideration on the part of our Organization as well as all other human agencies. The effect of the damage directly affects the earning powers of the Companies and thereby affects wages of the employees which reflect not only upon the employe himself, but upon the family, the home and its environments.

I repeat, it is a subject for serious consideration on the part of our people and our organization, and it is one of the questions that will have to be given careful consideration at our next Convention in September, of 1925.

WAY TO SUCCESS

By John Manning

To be successful one must have a clearly defined object in life. That object must never be forgotten even for a brief period.

No matter how great the difficulties which may be encountered, the bright vision of victory must ever beckon to those who are to be the victorious ones. Those who become discouraged and dejected or listless and shiftless, will never become successful.

No one was ever defeated who did not admit defeat and give up trying to make good. Instead of boldly and intelligently removing whatever obstructs the path to victory, the defeated one makes no effort to avert disaster and turn defeat into victory.

Whether we are victors or failures depends on ourselves. Aim high and cherish lofty ideals and then use your inborn power and ability to make your ideals real—your dreams true.

Sometimes a motto or slogan will help to concentrate on what we wish to accomplish. The Union Label Trades Department uses this method and urges all to bear this one in mind when spending union-earned money. "Patronize the Union Label, Shop Card and Working Button."

All Trades Unionists are requested to adopt this slogan if they are truly desirous of helping the union shop. If this slogan is put into practice, the non-union shops will be deprived of huge profits. The union shops will thrive and prosper. Victory will be the reward of faithfulness to our slogan.

MINUTES OF MEETING OF CONFERENCE COMMITTEE OF TRADE UNION LEGISLATIVE REPRESENTATIVES HELD IN THE EXECUTIVE COUNCIL CHAMBER, A. F. OF L. BUILDING, FRIDAY, NOVEMBER 8, 1924, AT 8 P. M.

Those present were:

Mr. Samuel Gompers, President, American Federation of Labor.

Mr. Frank Morrison, Secretary, American Federation of Labor.

Mr. Leo George, Postal Employees,

Mr. Thomas Flaherty, Postal Employees.

Mr. E. C. Rosemund, Draftsman.

Mr. F. W. Baer, Firefighters.

Mr. George J. Richardson,

Mr. J. N. Davis, Boilermakers.

Mr. Edward J. Gainor, Letter Carriers.

Mr. James J. Forrester, Railway Clerks.

Mr. N. P. Alifas, Div. 44, Int. Ass'n of Machinists.

Mr. G. M. Bugnizet, Electrical Workers.

Miss Gertrude McNally, Federal Employees.

Mr. J. P. McKeon, Federal Employees.

Miss Selma Borchardt, American Federation of Teachers.

Mr. Frank Coleman, Printers.

Mr. T. J. McQuade, Printers.

Mr. C. E. Gastrock,

Mr. N. C. Sprague, Pressmen.

Mr. George A. Warren, Com. Central Labor Union.

Mr. R. H. Alcorn, Retirement Com. Federal Employees.

Mr. Wm. C. Roberts, Legislative Representative, A. F. of L.

President Gompers presided.

The minutes of the meeting held April 4, 1924, were read and approved.

President Gompers called attention to the death of a number of representative labor men. He mentioned our great and good friend James Freel, President of the Electrotypers and Stereotypers International Union; Ed. Oyster, a life long fighter in the District of Columbia; John Voll, of whom he said that no other man excelled him in understanding of the philosophy and high ideals of the labor movement; Adam Heubner, A German by birth but American in everything else, and a devoted advocate of the cause of labor; Edward Cantwell, an efficient and faithful worker for the Letter Carriers; T. V. Powderly and Sam Denedry.

President Gompers suggested that the members present rise and remain silent in honor of the departed men. After a minute of silent meditation, President Gompers said: "If after I am gone there can be that silent manifestation of respect to the memory of one who tried to do his best in life, I shall feel satisfied."

Mr. Roberts called attention to the fact that in the unfinished business of the Senate was the veto by President Coolidge of the increase of wages for Postal Employees.

Miss McNally asked that every assistance be given to have the bill passed, the veto to the contrary notwithstanding.

President Gompers called Vice-Chairman Forrester to the chair and brought up the question of what he termed "the voiceless,

voteless people of Washington." He said that he had been living in the District of Columbia for twenty-seven years, but in order to remain a citizen of the United States he had to have a technical residence in New York. As a resident of the State of New York, he said, he was entitled to vote for president of the United States, members of the senate and house of representatives, for governor and other candidates for state offices in New York, and for the mayor and members of the board of aldermen in the city of New York. He added:

"The movement at present to give the people of the District of Columbia the right to vote for president, members of the United States senate and house is not sufficient. There is one thing that is nearer to the citizenship than to vote for the president and that is Home Rule for the people of the District of Columbia. It should have local self-government."

The conference approved the statement made by President Gompers and on motion, Vice-Chairman Forrester appointed the following committee to draw up resolutions to present to the American Federation of Labor convention at El Paso: President Gompers, Mr. Alcorn and Miss Borchardt.

Mr. Alcorn urged that every effort be given by the members to secure the passage of H. R. 8202, the Retirement bill.

Mr. Davis called attention to Judge Wilkerson's decision that labor men had to appear before the Labor Board. Mr. Forrester thought this was an advantage to the employees as it would call attention of the members of congress to the pernicious decision. He said that a meeting would be held in Cleveland on November 8 to decide on future action on the Howell-Barkley bill. He also asked for assistance to secure the passage of S.863 which provides that all baggage and express cars shall be made of steel after January 1, 1928. He also called attention to the Dill Express Mail Handling bill, which provided compensation for government employees that were not paid for handling mail.

Mr. Gompers announced that the American Federation of Labor would be represented at the Cleveland conference on the Howell Barkley bill.

Miss Bouchardt called attention to the action of the American Federation of Teachers convention which suggested amendments to the Stirling-Red bill. Instead of a National Advisory Board composed of one superintendent and twenty-five representatives of the public, the conference endorsed the following: 3 from each National Educational organization, 5 from organized labor, 5 from Chamber of Commerce, 5 from superintendents, 5 from Normal School or Teachers Colleges, 5 from High School teachers, and 10 from grade teachers.

Mr. Gompers suggested that a resolution should be drafted to present to the American Federation of Labor convention at El Paso to carry out the suggestions of the Federation of Teachers convention.

The conference adjourned at 10:40 P. M.

W. C. ROBERTS, Secretary.

RESULTS OF NON-PARTISAN POLITICAL ACTIVITIES

The Executive Council of the A. F. of L. at the El Paso Convention submitted a supplementary report to the Convention, in which was reviewed the recent National Political Campaign and contained recommendations to Labor. The report recommended for future procedure, the following:

That all non-partisan political campaign committees be maintained on a permanent basis;

That particular attention be paid to the political organization of women in the trade union movement and in trade union families;

That the present cumbersome ballot be so changed as to make independent voting easier;

That changes in laws be advocated where necessary to make the functioning of independent political movements more readily effective;

That labor participate more generally than heretofore in primary elections;

That a plan be devised whereby forward-looking groups composed of persons who are not trade unionists may be enlisted in labor's non-partisan political campaigns.

One of the most important declarations contained in the report is found in the final paragraph where it is set forth that the American labor movement "must be as free from political party domination now as at any time in the history of our movement."

Concerning the results of the campaign, the report says:

"The number of congressmen elected with labor's endorsement totals 170, the same as the number of congressmen elected with labor's endorsement in 1922. Of these 125 are Democrats, 40 are Republicans, three are Farm-Laborites and one is an Independent. The results in the senate have not been definitely ascertained at this moment because of the uncertainty as to the results in some states and pending replacements in other states.

"It is evident, however, that labor's non-partisan political campaign, in so far as congressional elections are concerned, in spite of exceptional difficulties of presidential year, thoroughly justify the assertion that labor achieved a signal success in the furtherance of the interests of the wage earners and of the people of the country generally. The non-partisan political influence thus maintained in the popular branch of government of the United States assures the people that whatever reactionary proposals may at any time emanate from the executive branch of government shall not find a ready response and confirmation in the legislative branch of government. Thereby the interests of the people in general and of labor in particular are largely safeguarded, and the opportunity is provided for the realization of many of the hopes and aspirations for progressive legislation for the masses of the people."

The American Federation of Labor convened in convention at El Paso, Texas, November 17. Delegates representing the Amalgamated Association are: President Chas. H. Clark of Division 589, Boston, Mass.; President Edw. A. Raleigh of Division 448, Springfield, Mass.; Abe L. Spradling, Secretary and Business Agent of Division No. 627, Cincinnati, Ohio; Clarence Nugent, Secretary-Treasurer of Division 26, Detroit, Mich. and Wm. B. Fitzgerald, First Int. V.-P., representing International President W. D. Mahon of the Amalgamated Association. President Mahon was in attendance at the final sessions of the Convention.

ACCIDENT SUGGESTIONS

Under date of November 10. Detroit's Chief Inspector and Director of Traffic, Mr. Thos. O'Grady, issued a statement showing that for the first 6 months of the year, 1924, there were killed on the streets of Detroit, 130 persons. Of these, 108 were killed by motor vehicles, 78 of the 108 being killed by passenger car drivers, and 30 by paid drivers—chauffeurs and drivers of commercial cars. Inspector O'Grady cites these figures on the assumption that most motor car deaths resulted from the carelessness of those who own and operate their own cars and use them for pleasure and for driving to and from their work or their business places. He holds that employed drivers of commercial cars, as a class, are the most safe in the operation of their cars. He states that in his hypothesis he may not be correct, but until his position is found untenable, he will believe that the drivers of passenger cars cause these unnecessary accidents through hurry, mistaken opinion of their own ability, or from absolute ignorance of the rules of safe driving.

Mr. O'Grady says: "The larger percentage of passenger car drivers is the one who gets into his car in the morning, drives to work, parks his car, comes out at the close of the day's business at five to seven P. M., gets his car and rushes home to dinner, and as he drives past the kitchen window shouts to his wife to hurry dinner while he is filling with gas, oil and water to drive out to one of the lakes for a little outing. He rushes in, grabs a paper, looks at the football or baseball scores, or stock reports, or to see who of his friends have been arrested for accidents, rushes through supper, rushes his family into the car, rushes out into traffic, rushes by every careful driver on the road, and rushes home the same way. He thinks he is entitled to the road and that he is just as good a driver and just as successful as the commercial vehicle driver who is driving constantly, and he pits his skill and opinion against him and takes chances where the commercial driver will hesitate. 'Where angels fear to tread', and the result is disastrous. Too late he realizes he made a mistake. This is the class of driver who leaves behind him death and accident."

There would be less accidents if Inspector O'Grady's analysis could be placed in the hands of every automobile owner and driver in every large city.

JURY TRIAL IN CONTEMPT CASES

Right of trial by jury in all cases of contempt of court for alleged violation of injunctions arising out of labor disputes has been affirmed by the United States Supreme Court. The decision, handed down on October 20, 1924 in which Mr. Justice Sutherland delivered the opinion of the court, upholds the constitutionality of the Clayton Act (of October 15, 1914, c. 323, 38 Stat. 738, 739, sec. 21, 22) requiring a jury trial in certain specified kinds of contempt. The decision reverses the Circuit Court of Appeals of the Seventh District, which held that trial by jury was not a matter of a right of the employees and refused a motion for such trial.

Two cases were involved (Sam Michaelson, Dan Cullen, Fred Heustra, et al., vs. The United States, ex. rel. Chicago, St. Paul, Minneapolis and Omaha Railway Co.; and S. C. Sandefur, vs. Canoe Creek Coal Co.). The cases were argued together and were disposed of in a single opinion.

The petitioners in the Michaelson case were the striking employes of the Chicago, St. Paul, Minneapolis and Omaha Railway Company. They were charged with combining and conspiring to interfere with interstate commerce by picketing and other strike activities. A preliminary injunction was granted. Subsequently proceedings in contempt were instituted against them charging violations of the injunction. They applied for trial by jury under Section 22 of the Clayton Act, but the District Court denied the application and proceeded without a jury. After hearing, they were adjudged guilty and sentenced to pay fines or in default of payment to stand committed to jail. The case was carried to the Circuit Court of Appeals by writ of error, and that court affirmed the judgments.

The court below held that the provision of the Clayton Act granting right of trial by jury upon demand was unconstitutional on the ground that "the power of a court to vindicate or enforce its decree in equity is inherent; is derived from the Constitution as a part of its judicial power; and that Congress is without constitutional authority to deprive the parties in an equity court of the right of trial by the chancellor."

The Supreme Court then summarizes the provision of the Clayton Act in question: "Shortly stated, the statute provides that wilful disobedience of any lawful writ, process, order, rule, decree or command of any district court of the United States or any court of the District of Columbia by doing any act or thing forbidden, if such act or thing be of such character as to constitute a criminal offense under any statute of the United States or law of any state in which the act is committed, shall be proceeded against as in the statute provided. In all such cases the 'trial may be by the court, or, upon the demand of the accused, by a jury' and 'such trial shall conform, as near as may be, to the practice in criminal cases prosecuted on indictment or on information'."

Jury Trial Mandatory

The Supreme Court decision holds that the provision for trial by jury upon demand is mandatory. The point to be determined is "whether it infringes upon any power of the courts vested by the Constitution and unalterable by congressional legislation." With citation of cases the Court shows that the contempt specified in the Act is criminal rather than civil contempt and therefore "Prosecution must be in conformity with the practice in criminal cases." It has many times been decided that the power to punish for contempt is inherent in all courts. The Supreme Court holds that though "the attributes which inhere in that power and are inseparable from it can neither be abrogated nor rendered practically inoperative," yet that that power "may be regulated within limits not precisely defined may not be doubted."

The court then shows that the statute under review is of the latter character. "It is of narrow scope, dealing with the single class where the act or thing constituting the contempt is also a crime in the ordinary sense. It does not interfere with the power to deal summarily with contempts committed in the presence of the court or so near thereto as to obstruct the administration of justice, and is in express terms carefully limited to the cases of contempt specifically defined." The question then becomes "whether Congress may require a trial by jury upon demand of the accused in an independent proceeding at law for a criminal contempt which is also a crime. In criminal contempts, as in criminal cases, the presumption of innocence obtains." Precedents are cited to show that a criminal contempt is a criminal offense. "The only substantial difference between such a proceeding as we have here, and a criminal prosecution by indictment or information is that in the latter the act complained of is the violation of a law and in the former the violation of a decree. In the case of the latter, the accused has a constitutional right of trial by jury; while in the former he has not. The statutory extension of this constitutional right to a class of contempts which are properly described as 'criminal offenses' does not, in our opinion, invade the powers of the courts as intended by the Constitution or violate that instrument in any other way."

This disposed of the principal question in the Michaelson case and the sole question in the Sandefur case.

Men On Strike Within Statute Provision

In the Michaelson case three other points were involved. First, it was contended that, assuming the validity of the statute, the petitioners are not "employees" within the meaning of the act because, having gone out on strike, the employer-employee relationship had ceased. On this point the Supreme Court held that the bill was one between employer and employee, as the dispute out of which the alleged unlawful acts arose, was respecting terms or conditions of employment, namely the scale of wages.

The purpose of the strike was to obtain an increase of wages. "The case was obviously within the provisions of Section 20, in respect of injunctions." The court below had held that this would ordinarily be true but was not so in this instance because operations in the public interest, and that since the wage scale had been fixed by the Railroad Labor Board, the strike, in effect, was against the Board, a government instrument. On this point the Supreme Court decision holds: "To say that railroad employees are outside the provision of the statute, is not to construe the statute, but to engraft upon it an exception not warranted by its terms. If Congress had intended such an exception, it is fair to suppose that it would have said so affirmatively. The words of the act are plain and in terms inclusive of all classes of employment. . . ." The Supreme Court states positively that the strike of the railroad employees was not one against the Labor Board. "It was a strike notwithstanding the action of the Board, but against the respondent. . . . The Labor Board was not an employer but an arbitrator, whose determination, moreover, had only the force of moral suasion. . . . It is enough to say that in a controversy, such as we have here, at least, it does not require the existence of the status of employment at the time the acts constituting the contempt are committed, in order to bring into operation the provision for a trial by jury."

Second, the question was raised in the Michaelson case as to whether the acts alleged as constituting contempt do not also constitute criminal offenses. On this point the court ruled: "Prima facie, at least, this violated the statute of Wisconsin where the acts were committed, R. S. 1921, Section 4466c, and this is enough."

The third contention was that the jury provision of the statute is not mandatory but permissive. On this the Supreme Court ruled: "It is mandatory. The argument to the contrary is based on the use of the permissive word 'may.' . . . Strictly and grammatically considered the word 'may' limits both phrases, 'by the court' and 'by a jury'; but to construe it as contended, in practical effort, would be to subvert the plain intent and good sense of the statute." —Fed. Council of Churches Research Service

BUILDING TRADES CONVENTION ELECTS NEW PRESIDENT

Preceding the Convention of the American Federation of Labor, at El Paso, Texas, the Building Trades Department of the A. F. of L. held a convention at which, among other things, officers for the ensuing year were elected. President Geo. F. Hedrick, of the Brotherhood of Painters, Decorators and Paperhangers was elected President of the Building Trades Department of the A. F. of L. William J. Tracy was elected Secretary.

The A. F. of L. Publicity Service gave out the address made to the A. F. of L. Convention by President Hedrick, from

which, on future prospects in the labor field Mr. Hedrick is quoted as follows:

"We will be reunited and in a position to maintain wage standards within a comparatively short time," Mr. Hedrick declared.

"Building keeps money in circulation, as practically none of our members save anything and all receive good pay.

"I was deeply interested in a report on a speech made at the bankers' convention, in which one banker was quoted as saying:

"We are unable to do business with European countries. First, they have no gold; second, we cannot accept their goods because that would interfere with the manufacturers of the United States, and, third, their securities are worthless. In order to make their securities worth an American dollar it will be necessary to reduce the wages of men and women of the United States.

"Of course," the banker said, "they should be brought voluntarily together and shown the necessity of accepting the reduction. Of course, the men and women will suffer for the time being until the necessities of life come down in proportion, but the suffering will be nothing compared to the suffering they will have to undergo if we have to enforce the reduction of wage scales on them against their will."

President Hedrick said that the address of the banker quoted was not generally published in the newspapers, possibly because of its effect on the election, which occurred soon after it was made.

"This class of men tried to reduce wages a few years ago, but failed, as far as the building trades men were concerned, but if they should again try to reduce wages and the workers are divided among themselves, the attempt would cause more suffering than if the workers were united," President Hedrick said.

He disclosed that he has started negotiations looking toward a declaration of peace between the carpenters and the building trades department.

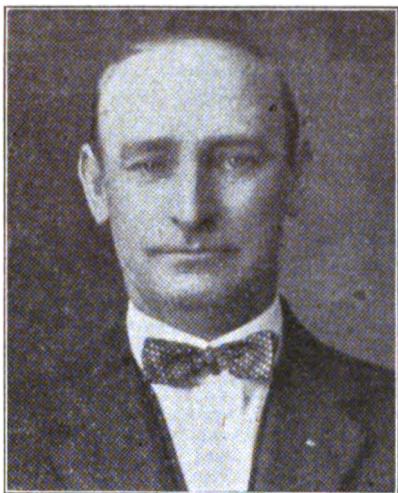
"I have talked with officers of the carpenters, and I believe that we will settle this matter," he said. "It will take time, of course, as the difficulty has existed for almost four years."

TRADE UNION MOVEMENT IN JAPAN

During the first five months of the year 1924, there was an increase in Japan of 15 labor unions and 33 union branches, with a total of 40,903 members, according to figures published in the Industrial and Labor Information of the International Labor Office.

The workers in the naval arsenals at Yokosuka in Kanagawa prefecture, Maizuru in Kyoto prefecture, Kure in Hiroshima prefecture, and Sasebo in Nagasaki prefecture, recently organized several unions and formed a big federation including more than 47,000 members.

On the other hand, the General Federation of Japanese Labor has increased its membership and the number of its branches throughout the country, and has entered into friendly relations with other big unions



G. C. HAGERTHEY
Exposed Pittsburgh Labor Union Spy
By Dave Williams in Pa. Labor Herald

Loyal members of organized labor in the Pittsburgh district continue with success their efforts to exterminate the vermin which has long infested the labor movement in this city. Closely following upon the uncovering of Robert W. Beattie, Secretary of the Pittsburgh Central Labor Union, and L. M. Walsh, of the Employers' Association of Pittsburgh, comes the announcement that G. C. Hagerthey, Secretary of the McKeesport Central Labor Union and a member of the Executive Board of Division No. 85, Amalgamated Association of Street and Electric Employees, is another "rat" who has been double-crossing his fellow workers for the past twelve years.

Investigators working for the several labor organizations engaged in cleaning house and ridding the movement of "labor spies" have, it is alleged, brought to light evidence that Hagerthey was employed by the same detective agency, the Railway Audit and Inspection Co., that hired Beattie and was sent to Pittsburgh in 1912 with instructions to become active in the affairs of the Street Car men.

Arriving in Pittsburgh early in 1912, Hagerthey reported to W. W. Groves, who at that time was district manager for the Railway Audit, but who is now head of the Central Industrial Service, with offices in the Frick Annex Building.

Back in 1906, it is reported, Groves, fresh from the soil of Southern Virginia, was employed as an uncover-man by this same Railway Audit and Inspection Co., in Philadelphia and sent to Norwich, Conn., to spy upon the men employed by the local traction company in that city. Starting in as a sweeper around the car barn, it was not long before Groves secured a platform job, joined the street car men's union and subsequently became an officer of and active in the affairs of the local, all the time furnishing the company with his reports.

Groves performed his mission well and after staying in Norwich, Conn., about one year was brought back to Philadelphia and later sent to Pittsburgh as district manager, so when Hagerthey arrived in 1912, he was given the benefit of Groves' training and secured a position with the Pittsburgh Railway, joined Division No. 85, and started in on his career of shame.

The workers of McKeesport needed attention, so Hagerthey was sent there, gradually worked his way into the confidence of the men and became prominent in the affairs of the street carmen's organization of that place. But he had a higher goal to attain, so he was carefully groomed by his employers for a position in the McKeesport Central Labor Council. His efforts were rewarded by being elected secretary of that body. With "Big Bob" Beattie as Secretary of the Pittsburgh Central Labor Union and Hagerthey "setting pretty" in McKeesport, surely the employers were well equipped to frustrate any movement upon the part of organized labor in the two cities.

In 1920, when Groves, as district manager of the Railway Audit, realized the enormous profits derived from furnishing under-cover men to the corporations, it is alleged that he decided to play the "rat" himself, steal the business of his employer, the Railway Audit and Inspection Co., and organize his own agency, the Central Industrial Service. Hagerthey, like Beattie, also deserted his former employer, joined with Groves and continued, like a vulture, to prey upon the confidences of the men with whom he was working. There is an old saying about a man being known by the company he keeps.

It was this new detective agency with which Beattie and Hagerthey had aligned themselves that came under the ban of the Commonwealth and lost one of its licenses to run an employment agency, the same agency that sent a band of super-thugs into Ohio and turned a machine-gun fire into the ranks of the striking employees of the Wheeling Steel Corporation, resulting in the indictment and subsequent conviction of their leader for manslaughter and the payment by the company of \$33,333.33 to the widow of one of the victims—a tacit admission of the company's liability, the same agency that furnished armed "gorillas" to the coal companies during the 1922 strike and the "mugs" of its alleged employees that adorn the rogue's galleries in the Police Departments of Pittsburgh and other cities.

During the 1919 steel strike Hagerthey served his masters well. McKeesport was one of the centers of activities of the Strike Committee and his position as secretary of the Central Labor Union was of invaluable aid to the corporations of that city. As a member of the Executive Board of Division No. 85, Hagerthey sat in all the councils of that body, so it is not to be wondered at that many of the organization's plans went astray.

Once a rat, always a rat; therefore, he built himself a home and settled down to a life of ease and luxury, sublimely content with the thought of his own security, but

he failed to reckon with all the elements. Shortly after Beattie was uncovered, Hagerthey was quietly tipped off that he was going to be exposed, and realizing that he had better get out while the going was good, he sold his new home, packed and stored his furniture, and told his friends he was going to take a month's vacation. He departed from McKeesport, bag and baggage, and it was believed he had seen the error of his ways and would not return. When he secured an extension of his month's leave of absence from the Pittsburgh Railways that impression was strengthened, but during the time "Brazen Bob" was trying to convince the Trial Board of the Pittsburgh Central Labor Union that he was a much abused citizen, Hagerthey again showed up in Pittsburgh. He was informed at this time that he, too, was under investigation and expressed child-like astonishment that was highly amusing. He demanded a showdown and was told that he would get it. So, on the advice of his detective agency employer, he remained in the city.

It had been figured out that certain influences could be brought to bear upon the Trial Board and Beattie would be cleared of the charges against him. In that case Hagerthey would put out his chest and defy his accusers. But the evidence against Beattie was so overwhelmingly strong that he was found guilty and expelled from the Central Labor Union in disgrace. Hagerthey, knowing in his heart the evidence had been secured against him also, decided to take time by the forelock, ignore the instructions of the detective agency he was working for, and beat it for the cranberry bogs of southern New Jersey. Here, he could try and atone and make peace with his Creator for the slimy existence he had been leading during that period of time.

The exposure of the "industrial rat," Hagerthey, is only another of the long list of parasites who have been preying upon organized labor in the Pittsburgh district for some time. Loyal members of the labor movement have undertaken a campaign against the "skunks" and no stone will be left unturned until they are driven out.

(Hagerthey has been expelled by Division No. 85.).

THE REST OF US ARE JUDGED AS YOU ARE JUDGED

A man is known by the company he keeps, and it is beginning to be understood that an industry is known by the units that make it up.

If you live in a town that has a good, up-to-date electric light and power company, your picture of the electric light and power business of the entire country is based on the service you get from your local company. You tell the world that the electric light and power industry is up and coming, and you're for it.

If you live in a town where the electric light and power company doesn't give three hoots in Hades whether you get good service or bad, where the company neglects to sell

you service (and that means more than current), you're quite likely to regard the whole industry as unmindful of the comfort and convenience of the public.

What is true about the electric light and power business is just as true of the electric railways, and of all public utilities. A sloppy street car conductor reflects a sloppy street car company, and a sloppy street car company makes the car rider feel that the whole industry is sloppy. A clean-shaven operator is likely to wear clean clothes, his car is likely to be clean swept and to have clean windows, and the car rider cannot help but picture a clean, agreeable bunch of men operating a clean, progressive company. As most people spend the greater part of their lives in one particular community, they judge street car companies, department stores, barber shops and graveyards everywhere by those they are familiar with at home.

Doesn't every electric railway company owe it to the industry to keep abreast of the times, to make the very best impression on the public mind? A penny saved on paint may be a dollar of revenue lost; a door slammed on a newspaper reporter may be a column of something you don't like to read; a passenger passed up by a grouchy conductor may be a harmful letter to the mayor or a tirade in the city council. As the individual finds the local service, so does he judge the entire industry. Companies that are doing their best to establish good public relations through giving the best service they can, are building future good will for themselves and are doing their bit to make it easier for the whole industry to get new capital at reasonable rates. There is no company so small but that the kind of service it renders has an effect upon the public's opinion of our industry everywhere.

—AERA.

FROM FINANCIAL STATEMENT ISSUED BY TYPOGRAPHICAL UNION

Investments of the International Typographical Union in national, state, county and city bonds total \$4,432,502.05, according to a financial statement issued by John W. Hays, secretary-treasurer of the union, at headquarters here.

In explaining why the Typographical Union has been called the million-dollar union, Mr. Hays gave figures showing that receipts of the organization from May 1, 1890, to May 1, 1924, were more than forty-two millions and disbursements in that period, thirty-seven millions. More than three millions have been expended on the erection and maintenance of the Union Printers Home at Colorado Springs, Colo.

Mortuary benefits paid in that period totaled \$4,354,099.66.

Since June 1, 1908, wage increases of union printers in the United States and Canada have amounted to \$1,040,053,792.

It's a poor bargain for you if it is a poor one for the other party.—Forbes Magazine (N. Y.).

A VIVID PICTURE OF INTRIGUE

Part VI.

By Charles J. Wells

(The Sixth Part of the Vivid Picture of Intrigue, written by Charles J. Wells, continues from the signing of an article of agreement which closed the deal by which Mora Sacra, the Business Agent of a Local Union, who was staying the hand of an employing company, which was intending to introduce the one-man car into service, was prevailed upon to voluntarily resign from employment with the Traction Company. A feature of the agreement, it has been observed in preceding parts of the story, was that Sacra was assured of at least six months' of continuous employment in a new employment that would yield nearly 100 per cent better remuneration for his service than was obtainable to him as a conductor in the employ of the Traction Co. It has been told that money was deposited in a Los Angeles bank to assure this monthly remuneration to Sacra in his new employment, regardless of whether his service should be acceptable under the new arrangement, or not. It also marked the relieving of the Traction Company from Sacra's persistent opposition to the introduction of the one-man car, or in other words, cleared the way for this extended economy in the interest of the company in the operation of the street railway system. To this point Sacra had been successful in maintaining in employment many wage workers who were to lose out by the introduction of the one-man car. He had surrendered his protection of his associates for this new employment. But the work of the so-called detective agency was not at an end, as the future employment of Sacra had not yet been obtained and this left a veritable problem upon the shoulders of the detective agency. The situation was such that could Sacra be employed in a wage earning capacity such employment would increase the emoluments to the detective agency by releasing it from payment of that proportion that had been deposited in the L. A. Bank and which had been supplied by the Traction Company as a minor payment to obtain the relief that Sacra's retirement from the street railway service rendered. The preceding Chapters of this story portray the character of service rendered by private detective agencies and the means they employ for revenue only. In reading the preceding chapters we have been led to wonder at the measure of integrity of employing companies and their officials in effecting a means to an end. The succeeding chapters very interestingly deal with the conclusion of the problem left for consummation by the detective agency and reflect the type of respect and credulence indulged, one with the other, by the individuals participating in the carrying out of the detestable service rendered by such agencies and those participating as elements of them. Sacra and the Practical Research Company agent have left the office of Attorney McLark following the attorney's suggestion that the Research agent had rendered a good service to the Traction Company by bringing about the signing of the agreement with Mora. The Sixth Part of the story follows:)

When these details had all been attended to and I had carefully placed the contract in my pocket, McLark turned to me and laughingly remarked:

"Young man, you have just rendered the Traction Company a great service, for which, I have not the slightest doubt you will be well paid. I have been trying to tell Mora that the company is behind the whole deal, and he will not believe me. However, I have a feeling that I am right. Still, he is no child—should know what he is doing—and at least is bettering his conditions materially. Whether you really have a position for him is another question, and one he won't have to worry about for the next six months at least."

Both Mora and I laughed over these remarks—Mora because he felt that McLark was too suspicious—and I because I felt that in spite of the efforts of this clever attorney, I had succeeded.

That evening I had dinner with Mora and his wife at one of the local cafes.

Being anxious to appraise our President that the contract had been signed, I excused myself during the dinner and put in a phone call for his home. His wife answered and stated that the president did not wish to converse with me until after I had left Mora's company. She suggested that I take a taxi cab and drive down there, but his attitude had a tendency to antagonize me, and I refused. I then tried to get my own home on the telephone, and failing returned to the table. Mora and his wife did not seem the least suspicious over my absence; in fact I think that they welcomed a few moments alone, to discuss the contract.

Leaving the cafe, we went to Mora's sister's, where several friends had gathered to bid him farewell.

Practically all of the guests had left, and Mora, his wife and I were planning to go likewise, when I asked for permission to use the telephone. The telephone girl was unable to get an answer to my call. The hour was late and between alarm over not being able to get my wife—and the amount of liquor I had consumed—I seemed to forget my surroundings, and put in a call for the home of the Research President. His wife again answered, but she was unable to tell me anything about the whereabouts of my wife. I then turned to find Mora standing with the telephone book in his hand, and favoring me with a glaring look.

"I see through it all now," he shouted. "This is a frame-up on the part of the company, and you are the man who called me up on the phone, about a month ago. Give me back that contract that I signed."

We were alone in the kitchen at the time, but the shouting brought his wife and sister into the room to learn what the trouble was.

Mora denounced me as being in the company's employ, and trying to frame him. He explained to them that I had been unable to get the first number that I had called, and then called another. When I had obtained my party on the last call, he overheard me ask:

"Do you know where T— is, Mrs. Mora?"

The name of the Research President had awakened his curiosity, and while I was talking, he had idly looked up the name in the phone book, and found that the number I had called was listed as the home of the President of the Practical Research Company. The man who had been hired to fight the Union. It all became very plain to him then, and he knew that my proscription was a frame-up to get rid of him.

A heated argument followed between him and me, and I absolutely refused to return the contract. I defied him to take it from me, and told him that even if the whole affair was a frame-up, he should be happy to change his present position for one paying twice as much. This only poured oil on the fire, and we became so noisy, that his sister interrupted us.

Leaving the house alone, I instructed the chauffeur to drive to my home. I felt sure that I had made a mess of the whole affair,

and being worried about my wife, I did not care much whether I was followed.

Arriving home I found my wife very nervous and upset. She had been informed that I was drinking, and the President of the Practical Research had asked her not to talk to me if I called up—fearing that Mora might be with me and expose matters. She promised that she would not—but in spite of her promise—he had one of his men sneak around and cut her telephone wires. We had a youngster, three years old at the time, and being alone in the house without even the protection of a telephone, had caused my wife to develop a mental state that bordered on the hysterical.

Cutting the phone wires, I regarded as a despicable act, and it served as sort of an awakening for me. I had always felt that there was no extreme to which the Agency would not go, in its efforts to serve a client, but I hardly felt that they would rob my family of its only protection while I was away on company business. This affair had a tendency to cause me to realize what a dirty profession I had become involved in, and I determined to sever all connections with an outfit, that could not even be on the level with its own employees.

The next morning at six o'clock, I was awakened by the ringing of the door bell. My caller proved to be a Research man, who stated that the President would like to have me come over to his home at once. At first I refused, but then decided to have the matter out with him as quickly as possible. Taking Mora's signed contract with me, I went over to face the issue.

There is a saying that when rogues fall out, just men get their rights. It certainly looked as though Mora was about to receive his. I was greeted upon my arrival by sullen looks and scowls from the President and three of his men. This only contributed to my animosity, and when I was asked for an explanation of what had been developing, I replied by handing over the resignation and contract. These papers were read in silence. I was then informed that my conduct of the previous evening had deprived them all of their sleep. Further, that the General Manager's Secretary, had informed him by telephone, of what happened at the Traction Company's office, and as a result, he too had been up all night, dreading the exposure, that all felt certain was bound to follow.

I did not display the slightest concern over this state of affairs, announcing that my greatest interest was in the dog who had cut my phone wires. My belligerent attitude started the trouble.

The President raged and stormed about my drinking during a serious situation, and claimed that my demand that afternoon for money was blackmail. In his anger, he said more than he intended to, and from his talk I plainly understood that he had me under suspicion of planning to double cross all concerned, if I were not well paid.

Such a thought had never entered my mind, and the unfairness of the accusation caused me to become blind with fury. I

denounced them all as snakes, and used abusive language in expressing my opinion of such people and their methods. I concluded my remarks by adding that as far as I was concerned, Mora Sacra would be employed by the Traction company as long as he lived, for I was through.

They knew that if I made good this threat, the bottom would fall out of everything—for no one could take my place and complete negotiations with Mora. Realizing this, those present attempted to adjust the trouble. They tried to wipe out the ill feeling that had developed between the president and me, on the grounds that we were both unstrung and very nervous, over the strain attached to this piece of business, and had both said unkind things which we really did not mean. Their talk was ineffective, however, and we remained obstinate in our positions. Things had reached a deadlock, when the President's wife entered into the discussion and appealed to me not to desert at this time. She pointed out to me that failure now, would mean the ruination of the Practical Research, and cost them their home. There was considerable talk along this line, and as a result, I was made to feel like a quitter, who was looking for a way out when things became hot.

This caused me to finally agree to fulfill my part of the bargain, but I made it very plain that when the affair was all settled, I was through with the company. I did not mention what had happened at Mora's sister's house the previous night, and the impression was that he would be leaving with me that afternoon for Los Angeles.

After we had estimated how much money I would need for the trip, the President agreed to meet me that noon at the Elk's club with the amount that I requested.

I knew that Mora would be on hand early for an explanation of what had happened the night before, and I was not looking forward to meeting him with very much pleasure. I was sure that the whole deal had been exposed and had very little faith in the scheme going through.

With the key to my room, the hotel clerk handed me a brief note from Mora. He stated that he had called, and would appreciate it if I would call him at the Union Office. The quantity of liquor that I had drank the previous evening—the trouble with Mora and the Practical Research President—had left me in a bad mental state, but Mora had to be faced regardless. I called him up; expressed regret over having been out when he called, and invited him over. He promised to come at once.

When he arrived, instead of the angry look I had anticipated, he favored me with a grin and commented on the effects of the "Morning After." I explained that the Saline liquor had indeed produced ill effects adding that I could recollect though, that my conduct must have been frightful. I then urged him to tell me all about it—claiming there were several points not very clear.

He admitted that things had happened which he felt entitled him to an explanation

and then proceeded to relate in detail what had occurred in connection with the telephone calls. While he was talking, I knew that I would be expected to account for my conduct—in some way—and although I did not have the slightest hope of being able to deceive him any longer, a rather weak solution of the mess suggested itself to me.

When he had finished, I readily admitted that my actions would justify anyone becoming suspicious of me, but I protested that I did not know, nor ever heard of President ----- of the Practical Research until the previous night. I then claimed that while in the city, I had made the acquaintance of a man at the Elk's Club, and that he had introduced me to a little lady by the name of T---. I confessed in a rather embarrassed manner that I had been out with the lady, had chatted with her on the phone the day before, and that she had invited me out to her apartment for the evening. Realizing that I was apt to be busy, I had explained to her that it might be very late before I could come. In reply to this, she requested that I call her on the phone before coming in order to make sure that she would be at home. She then furnished me with two telephone numbers—one was her own, and if I could not get her on that, I was to call a Mrs. ----- on the other, for it was probable that she would be over there visiting. I explained that it had been my intention to go out to this woman's place, after leaving Mora and his wife the night previous—hence the phone calls. I called his attention to the fact that if I were in league with this Research Co., I would not be apt to call them up in his presence.

He was listening attentively to my explanation, and the look on his countenance was so encouraging that I decided to enlarge on my story a bit. I said that, now that I recalled them, there had been several little things happen during my time in the city that appeared strange. I claimed that I had received a mysterious phone call the day previous, and had been asked by a party, giving the name of Thompson—supposedly a newspaper man—if I were negotiating for the services of Mora Sacra of the Street Carmen's Union. I said that I had refused to discuss the matter over the phone with this man, and although I had invited him to come up to the hotel and see me, he had never done so. To this wild tale, I added that for the last few days I had been possessed of the feeling that I was being followed, and anxiously inquired of Mora if he thought that this Research Co., might be checking my movements, and that this woman T--- had purposely been thrown into my path.

To my great surprise, Mora agreed that it was very probable that there was something to this. I could hardly believe that he had accepted the tale I had told, but he evidently had done so. He explained that there was no doubt that it was some move of the company's. He further said that the whole affair had upset him frightfully, and that he had not slept all night.

I experienced quite a relief to find that there was still a slight chance of putting the deal over, but when I brought up the subject, Mora stated that he felt that he did not care to accept the contract in its present form. He claimed that he had visited the company's office that morning; had shown the Superintendent his copy of the contract, and that the latter had advised him that he should have insisted on the ninety day leave of absence privilege. He had also seen some other people (McLark was one of them, I assumed) and that they all felt that it was unfair to insist that he sever all of his present connections. He again tried to get me to consent to the removal of this clause. I explained that I had wired my firm that morning stating that the deal had been closed, and that I could not make any alterations in it now without their consent. I did my utmost to cause him to go through with the matter, but he refused to do so unless this clause was removed.

The hour was approaching for my meeting with the President at the Elk's club, so, I told Mora that I would get in touch with my firm by wire; explain the situation to them, and inform him later in the day as to what their decision was. He left in a very obstinate mood and I felt that perhaps we might have to concede to his demands.

When I met the President, he told me of Mora's visit to the Traction Company's office early that morning, and that he had tried to withdraw his resignation of the previous afternoon. The Superintendent told him that in order to do so he would have to obtain the sanction of the General Manager, who was not in at the time.

Although I felt that Mora's sudden change in attitude was due to the suspicion that I had created—I saw an opportunity to pass some of the blame to the superintendent. I stated that Mora claimed that this official had spoken of the leave of absence privilege and expressed the opinion that he (Mora) should have insisted on it. I pointed out (and it was true) that such talk coming from the Superintendent, was likely to upset matters, for Mora now refused to accept our proposition unless he could enter our services on a leave of absence, that he had suddenly become very hard to handle.

While this upset our plans, we agreed that if the General Manager of the Company would only stand pat and refuse to allow him to withdraw his resignation, Mora would have no other alternative than to accept my proposition, or to be out of a job. But right here was the rub. The General Manager had not displayed much courage in the past, and we felt that through fear of trouble with the Union, he might weaken and re-instate Mora. This is one thing that the President swore that he would prevent if he had to kidnap the G. M. and keep him away from Mora for the next few days. Affairs had now reached a climax and it would be too great a risk to allow Mora to make a trip to Los Angeles at our expense with the privilege of return-

ing to take up the fight against the company at any time.

The President then left me for a conference with the Officials, and as I awaited his return, I had the feeling that a mess had been made of the matter. I was sure that Mora was still suspicious, and had a feeling that if he were able to talk the matter over with the General Manager he would not have any trouble in getting his position back.

However, the president returned with the message that the Officials were going to hold Mora to his resignation regardless of his protest. This was pleasing news, but—there was some other which proved rather disturbing. A telegram had arrived at our office that morning from my friends in Los Angeles to the effect that Joe S----, a powerful and able attorney of that city, was investigating the firm of R---- & M----, in the interest of Mora Sacra.

I personally was acquainted with S----'s reputation as a fighter—knew that his ability caused him to be ranked among the most expensive attorney's in Southern California, and that his fees would be larger than a man in Mora's position could pay. I explained all this to the Agency head, and voiced the conviction that the Union must be behind this move, and were trying to determine if the Traction Company was setting a trap for Mora. I had no desire to enter into a clash with a man of S----'s calibre, and regretted that the situation in Los Angeles was not better lined up.

If the General Manager remained firm in his refusal to allow Mora to return, we felt that there was a chance of our proposition still being accepted. Up to date Mora was unable to prove positively that the Company was behind my activities, and as he had voluntarily resigned we could not see what he could do about the matter. There was no doubt that he would try to remain in Saline, however, and it was decided that I do my utmost to get him to leave at once. If I failed in this, I could pretend that my firm had called me back to L. A. to talk the matter over. This, we believed, might have a tendency to cause Mora to act at once. In any event it might worry him, and after a few days of futile attempts, he might agree to accept the offer.

There was a bare possibility that he might even offer to accompany me when he discovered that I would not alter the contract, and if such should prove to be the case, we felt that something should be lined up definitely for him in Los Angeles. This was a matter that should be attended to promptly—especially since S---- had become interested—so, our President decided that he would leave for California that afternoon, confer with R---- & M---- and have things ready in case that I wired that Mora was coming with me.

(Closing part will appear in December M. & C.)

The Amalgamated Association of Street and Electric railway Employees of America, the Printers, and many other organizations of wage workers, have illustrated that wage workers can care for themselves and provide

Don't Suffer Longer

The Brooks Appliance
Most wonderful discovery ever
made for rupture sufferers.
No obnoxious springs or pads.
Automatic Air Cushions.
Blind? and draws the broken
parts together as you would
a broken limb. No salves.
No plasters. No lies. Durable,
cheap. Many imitators.
None equal.



SENT ON TRIAL. CATALOGUE FREE
THE BROOKS CO., 116A. State St., Marshall, Mich.

their own insurance through their organizations, to a better advantage and at a cheaper rate than can be obtained through blanket insurance obtained from an insurance company. It is co-operative and wage workers who are organized mutually provide themselves with benefits, at a benefit rate sufficient to sustain the benefit only. They have no extra expense and they are not seeking profits through insurance. It is also shown that through wage earners' organizations more desirable wage rates are had, from the excess of which wage rates over the wage rates paid by non-union concerns leaves a substantial margin after the dues for maintaining the organization have been paid. In Indianapolis first year service men receive 37 cents per hour on street cars. Overtime is paid at the rate of 37 cents per hour. The Indianapolis Street Railway Management is "concerned" in the "welfare" of its employees. It compels the employees to sustain a Mitten Plan relief association. The financial support of this relief association is taken from the wages of the underpaid Indianapolis street railway men. In Pittsburgh, Pa. first three months service men receive 60 cents per hour. The next nine months service men receive 65 cents per hour. In Indianapolis the second year service men receive 38 cents per hour. In Pittsburgh the second year service men receive 67 cents per hour. In Pittsburgh, overtime is paid at one and one-half the wage rates paid for regular work. In Gary, Ind., wages rates range from 80 to 100 per cent higher than in Indianapolis, and time and one-half is paid for overtime, and time and one-fourth is paid for Sundays and holidays. The Indianapolis street railway property is operated under a union-smashing management. The management has grave concern in the welfare of the employees. The employees, pending their period of employment with the Indianapolis street railway property carry an insurance for sick, accident and death benefits. They pay for it themselves, although it is controlled by the non-union employing management of the property. No one will question that if one of those employees should happen to die the insurance his dependents may receive will be sorely needed and of great benefit, even of greater benefit and more sorely needed than had the employee been receiving the Gary, Ind. wages, and the Gary, Ind. employees insure themselves. Are not these illustrations sufficient to establish the measure of real "concern" of non-union employing management in the "welfare" of the employees?

New Kind of Truss

No more steel springs, weighty cushions, or chafing leg straps. Amazing new kind of support, weighing less than 1-25 of an ounce, prevents coming out of rupture, which ends too often to strangulation—yet requires no tight strapping like old-fashioned ineffective devices. Offered to ruptured people on a guarantee of instant satisfaction or no cost. Free details if you will simply drop us a post-card or letter with your address, to NEW SCIENCE INSTITUTE, 9166 Clay Street, Steubenville, Ohio.

LABOR TO OBSERVE GOLDEN RULE SUNDAY

By Charles Stelsie

During the convention of the American Federation of Labor being held in El Paso Samuel Gompers, President of the A. F. of L., presided at a Golden Rule Dinner at which a four cent menu was served, consisting of food ordinarily eaten by the children in the orphanages of the Near East Relief.

All the delegates were invited to become the guests of the Near East Relief and addresses were made by representative labor officials.

Frank Morrison is chairman of the Industrial Section of the Near East Relief. Hugh Frayne is chairman of the Industrial Section of Golden Rule Sunday and Charles Stelsie is serving as secretary.

International labor organizations are co-operating in making this occasion a success, many of their officers taking an active part in promoting it, and a large percentage of the Central Labor Bodies throughout the country have taken action favorable to its observance by the various local unions.

The last convention of the A. F. of L. endorsed a plan whereby Central Bodies and local unions appropriate sixty dollars for the annual support of an orphan in the Near East countries.

A VALUABLE NEW BOOK

One of the most useful books published in recent times is Henley's Twentieth Century Book of Receipts and Formulas.

A few of the subjects treated, in which scores of valuable practical formulas are given—each formula being a known success and easy to make at home are: Adhesives—Disinfectants—Cleaning Preparations—Cosmetics—Talcum Powders—Tooth Powders—Dentrifices—Hair Tonics—Hair Removers—Essences and Extracts—Headache Remedies—Household Formulas—Insecticides—Ointments—Paints—Perfumes—Polishes—Inks—Lacquers—Lantern Slides—Liniments—Manicure Preparations—Oils—Pastes—Rust Preventatives—Skin Ointments—Soaps—Soda Water—Stain Removers—Syrups—Varnishes—Yeast.

It is a most valuable book for home purposes and if not found in book stores can be obtained by addressing The Norman W. Henley Publishing Company, 2-4 West Forty-fifth Street, New York, N. Y. It embraces over 800 pages of trade secrets, practical receipts, chemical processes, scientific formulas and money-making ideas. The price is Four Dollars. (\$4.00).

SAGINAW-FLINT AND G. R. & K. AGREEMENT

THIS AGREEMENT, made and entered into this 17th day of September, A. D. 1924, between the MICHIGAN RAILROAD COMPANY, a corporation organized and existing under the laws of the State of Michigan, with its principal office at Jackson, in said State, hereinafter called the Company, party of the first part, and Division No. 849, Amalgamated Association of Street and Electric Railway Employees of America, a voluntary association, with its office in Grand Rapids, in said State, hereinafter called the Association, party of the second part;

(1) WHEREAS, first party is the operator of the electric railways operated between the cities of Grand Rapids and Kalamasoo, Allegan and Battle Creek, constituting its Western Division, and between the cities of Bay City, Saginaw and Flint, and as such is entitled, obligated and desires to provide at all times safe, uninterrupted and efficient service to the public upon its said lines and to be at all times at liberty to employ and discharge its conductors and motormen necessary for that purpose under reasonable rules, and according to the well known principles of the open shop, and as particularly applied and defined by the National War Labor Board in its Bulletin No. 26; and

(2) WHEREAS, said second party represents that it is lawfully authorized to contract and act for such of said first party's conductors and motormen as now are or may hereafter become members of the Association; and

(3) WHEREAS, both parties are desirous that certain of the agreements and obligations which do and should exist and obtain between the Company and such of its conductors and motormen as are or may be represented by the Association shall be evidenced by a written agreement between the Company and the Association;

THEREFORE, this agreement witnesseth as follows:

(4) The Company will bargain and/or treat with its conductors and motormen collectively through the accredited officers and committees, or representatives, of the Association, at or on his or their request at any and all reasonable times upon any matter covered by this agreement.

(5) The Association will keep the Company constantly advised of the names and addresses of its officers and the names and addresses of the members of its committee authorized to bargain and treat with the Company. Unless the authority of such officers and/or committee is limited in writing, the Company is authorized to consider and treat their authority as general.

(6) The Company has adopted and shall maintain the open shop, according to the well known principles of the open shop and particularly applied and defined by the National War Labor Board in its Bulletin No. 26, in the employment of its conductors and motormen, and no such person employed by the Company shall be interfered with or discriminated against because of his membership in or non-membership in the Association or any other labor union. A simple request to join or leave the Association or any other union or a written request stating reasons for joining or leaving the Association or any other union shall not be considered interference or discrimination.

(7) Any and all disputes that may or do develop relating to the employment or services of any conductor or motorman or violations or alleged violation of the Company's orders, rules and regulations or relating to penalties applied by the Company on account thereof shall be considered and determined as follows:

At any time within five (5) days after any conductor or motorman shall be disciplined, suspended or discharged for any violation or alleged violation of any of the Company's orders, rules or regulations or for other cause or alleged cause, the Company upon request of the Association through its said proper officers or committee, or representatives, shall without unreasonable delay take the matter up for conference and adjustment through its Superintendent; and in event that adjustment does not result from such conference, then such matter shall be appealed to the Company's General Manager, and then not adjusted, shall be subject to arbitration under the terms hereof.

In all cases where the officers of the railway charge a member of the Association with any offense, or offenses, said charge shall be specified in writing, and a copy of the same be furnished to the Secretary of the Association within five days after the same is brought to the notice of the Superintendent. If any member of the Association under this agree-

ment is laid off for any offense or offenses, and after investigation, said member is found not guilty of a charge sufficient to warrant his suspension or dismissal, he shall be reinstated to his former position and paid for all time lost.

Any employee serving time shall not be asked to report. Any employee serving time who is called back to work before said time has expired shall be considered to have served full time.

Any member of the Association by act or word interfering with or disturbing the course of negotiations between the properly accredited officers of the railway and the Association respectively upon any subject, whatsoever, or interfering with or disturbing the service in any manner contrary to the condition and spirit of this agreement shall upon mutual satisfactory proof of the same, be dismissed from the service.

(8) Any matter of difference between the parties hereto as to the final determination of any question arising hereunder or growing hereout and/or any matter required by the terms hereof to be arbitrated shall be arbitrated and determined as follows:

The party hereto desiring arbitration of any matter or question hereunder shall give the other party written notice stating its understanding of the question to be arbitrated and giving the name and address of the person chosen to represent it in such arbitration. Within five (5) days from the receipt of such notice, the other party shall in writing, acknowledge the receipt thereof, state its understanding of the question to be arbitrated and give the name and address of the person chosen to represent it in such arbitration. The person appointed by the party asking the arbitration shall within forty-eight (48) hours after the other party's representatives named, furnish such other party's representative the names of not less than nine (9) men from the vicinity within which the railroad operates, competent to act as arbitrator, any one of whom may be selected by such representative as the third arbitrator, but if all of said persons are rejected within forty-eight (48) hours after the names are submitted, then at the time of such rejection, the representative so rejecting shall within the forty-eight (48) hours submit a written list of not less than nine (9) men from the vicinity within which the railroad operates, competent to act as arbitrator, to the representative of the party asking for arbitration in the first instance, who may select any one of said nine (9) or more persons within forty-eight (48) hours after receiving such list, and if no arbitrator is thus selected, then the two arbitrators representing the parties hereto respectively, shall forthwith meet and continue together until they shall select a third arbitrator, but if they are unable to select a third arbitrator, or if they separate without selecting one, or if the arbitrator selected by them is unable to act or is unwilling to act and they cannot immediately agree upon another, then an officer of the Company and an International Officer of the Association shall select the third arbitrator.

(9) Each person selected and listed as hereinabove provided, and the third arbitrator when chosen shall be a disinterested person.

(10) The Board of Arbitrators shall frame the issue to be determined, fix a time for hearing the matter to be submitted to them and give notice thereof to both parties hereto. At the time fixed in such notice or at such other time or times as the Board of Arbitrators shall fix, they shall hear the parties under such reasonable rules as they may establish. After the hearing and consideration of the evidence and argument of parties and/or their counsel, they shall arrive at and announce their decision, which shall be reduced to writing, and signed by them. The decision of a majority of the Board of Arbitrators shall be final and binding upon the parties hereto, and shall have the same force and effect as a judgment entered in a suit at law determining the matters in controversy, but not appealable or reviewable, and a judgment shall be rendered upon the decision of a majority of the Board, being the award in such case, in the Circuit Court for the County of Kent, held at Grand Rapids, Michigan.

(11) Each party hereto shall pay its own expenses, including its own arbitrator, and one-half of the cost and/or expenses of the arbitrator, as fixed and directed by the Board of Arbitrators.

(12) The wage provisions, may be submitted to arbitration by giving notice thereof on May 1st of each year. In all other matters and disputes of whatever nature arising out of the carrying of this contract into effect, if arbitration is sought, the party seeking such arbitration must give notice of its desire to arbitrate within fifteen days from the date the said subject of controversy arose.

(13) The wages fixed and to be paid until June 1st, 1926, shall be as follows:

Interurban Conductors and Motormen
49½ cts. per hour for first six months of continuous service. 54½ cts. per hour thereafter.

All men paid under this agreement will receive 3 cents additional per hour for all work in excess of regular schedule runs.

For all men working under this agreement it is understood that no regular schedule run shall be in excess of six days out of seven.

(14) Each train is to be manned by a conductor and motorman (except as herein otherwise provided), except in emergency, and as hereafter stated, and from eight (8) to ten and one-half (10½) consecutive hours shall constitute a day's work on all regular passenger runs, it being understood that the time of the passenger runs to be divided between early and late runs as nearly equal as possible. Excepted from this rule, however, shall be the regular passenger run which is operated fourteen (14) hours in connection with the Allegan Division service and the split run now operating out of Grand Rapids on the Western Division wherein one conductor works from 7:15 A. M. until 10:45 A. M. and again from 4:15 P. M. to 8:18 P. M., it being understood that these runs cannot be changed on account of conditions existing, excepting that the time of runs may change as trival fluctuates.

The Company is to install one-man passenger car operation between Allegan and Monteith at such time as it desires.

Further, that all conductors and motormen getting their eyes burned or flashed while performing their duties and compelled thereby to be off duty, shall receive pay for such lost time, said payment, however, to be governed by and comply with the provisions of the Workman's Compensation Act of the State of Michigan.

A freight train that consists of a motor car and one, two or three trailers shall be operated with a motorman, a conductor and a brakeman. A through freight train of five or more cars is to be operated with a motorman, a conductor and a brakeman. On the Western Division only, a switching train picking up and taking on freight, or switching along the line, shall be operated by a motorman, a conductor and two brakemen. All local runs shall be considered switch runs. On passenger runs operating in units of more than one car each car shall have a conductor.

(15) Extra men shall be first in first out and any regular man laying off, the first extra man up shall hold his run for ten (10) days; thence first eldest extra man shall take the run and hold it until the regular man reports for work, except, however, if a regular man shall receive a leave of absence for thirty (30) or more days, his respective run shall be marked up at once, and men shall be given preference in respect to seniority until each regular man reports for work. Extra men are to receive two hours time each day whether or not called upon to work; this to include reporting time. Extra men receiving less than five hours collective time per day shall hold their rights at the top of the list. In case a regular man is called upon to do extra work after the completion of his regular run, commencing within one and one-half (1½) hours after such completion, such regular man shall be allowed straight time until he has returned to the home terminal, this, however, not to include split runs.

In case a regular conductor or motorman after completion of his run is called upon to do extra work starting or ending from any other point than his regular relief point, he shall be paid deadhead time both ways.

(16) In case a conductor or motorman is ordered to take a run at a point other than distinct from his regular reporting place of run, he shall be paid full time for the time consumed in going one way to such point.

(17) All conductors and motormen shall have their respective places on their respective divisions on the board in accordance to their seniority in service and have the preference of all runs in accordance with such seniority.

(18) All conductors and motormen are to appear for work dressed in full uniform, ten minutes previous to time run is scheduled out, and to be clean and neat in their appearance.

(19) Conductors and motormen shall be permitted to the use of stools or seats upon which to sit in the operation of cars, such privilege to be governed by reasonable rules and restrictions.

(20) Conductors and motormen shall be entitled to free transportation on the Company's cars over all lines operated by the Company, by badges or in

Rapid Ready Change Maker

LEVER OPERATED

(Model 1921)

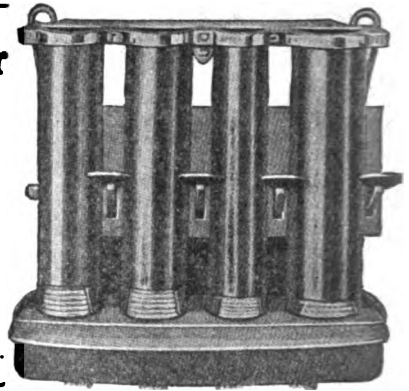
After twenty-five years experience manufacturing change carriers, being the first to originate such a device, we offer our new model, which by a simple adjustment throws ONE to FIVE coins from one or all tubes in any combination wished.

Holds fifty per cent more coins than other makes, with many new features not possible in others, that speed up fare collections. No springs to get out of order, will never rust or tarnish. Agents most cities, where not, will send for \$4.25. One style does for quarters, dimes, nickels or pennies. Our Slip Carrier, so well known, is \$2.50 either style, nickels or pennies.

A. F. NELSON, MFR.

Agents wanted
Special prices.

907 N. Front St.,
Harrisburg, Pa.



accordance with such other rules and regulations as the Company may adopt.

(21) Any employee selected or appointed to office in the Association whose duties as such officer shall require his temporary absence from the service of the Company shall upon application be excused from service, and upon retirement from such office, shall be entitled to and hold his place the same as if he had not been so excused. Officers and committee members shall be given preference upon application for relief on account of office or committee work.

(22) This agreement shall be and remain in force in any event for one year from June 1st, 1924, and from year to year thereafter unless terminated or amended by the parties hereto, and unless terminated as above it may be amended by agreement between the parties or by arbitration, if notice of any desired change or changes in this agreement is given thirty (30) days prior to June first of any year. Provided, however, that this provision for the terminating, changing or amending this agreement, shall not apply to the terms of this contract relating to wages, commonly called the wage section, being paragraph No. 13, of this contract, which shall continue and be in force to June 1st, 1926. The terminating, changing or amending of any part of this contract as above provided at the end of any one year period, shall not be construed as terminating or in any way affecting the wage section, which shall continue for two years. It is the intention of this agreement to make the wage section operative for a two year period only, namely June 1, 1924, to June 1st, 1926.

IN WITNESS WHEREOF, the parties hereto by their respective officers duly authorised have hereunto set their hands and seals, the day and year first above written.

MICHIGAN RAILROAD COMPANY

(Signed) JOHN F. COLLINS,
Vice-Pres. and Gen. Mgr.

DIVISION NO. 849, AMALGAMATED ASSOCIATION OF STREET AND ELECTRIC RAILWAY EMPLOYEES OF AMERICA.

(SEAL)

By W. M. Lowman, President.
S. H. Sichterman, Board Member.



4 SILK KNITTED TIES \$1.00

Wonderful Value, Beautiful Assortment, Silk Knitted ties made to sell at 75c each. Bargain price (Less than cost sale) ties guaranteed first grade. Slip \$1.00 in an envelope and receive four assorted ties post paid by return mail, (C. O. D. 10c extra).
Art Cravat Co., Dept. 59
246 5th Ave., New York



Cured His Rupture!

I was badly ruptured while lifting a trunk several years ago. Doctors said my only hope of cure was an operation. Trusses did me no good. Finally I got hold of something that quickly and completely cured me. Years have passed and the rupture has never returned, although I am doing hard work as a carpenter. There was no operation, no lost time, no trouble. I have nothing to sell, but will give full information about how you may find a complete cure without operation, if you write to me, Eugene M. Pullen, Carpenter, 13 L Marcellus Avenue, Manassquan, N. J. Better cut out this notice and show it to any others who are ruptured—you may save a life or at least stop the misery of rupture and the worry and danger of an operation.



Do Not be Imposed Upon

No shoes are Union Made, under our Fair Arbitration Contract, except those having this stamp.

INSIST upon having them for The Whole Family.

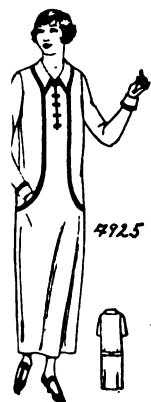
BOOT AND SHOE WORKERS' UNION

146 Summer St., Boston, Mass.

Collis Lovely, Pres.

Charles L. Baine, Sec.-Treas.

FASHION LETTER



The new winter coats have a distinct air of charm and individuality. Circular and straight line effects are noted and trimmings are smart in fur, braidings and embroideries. Plaids are used for sports models and are trimmed with fur. Velours mixtures, broadcloth and suede finished woollens, also pile fabrics are in evidence for utility and dressy coats.

Many of the coats show a decided flare which is accomplished by godets, flounces or by the cut of the garment. Others are in the straight line effect.

Very interesting are the "ensemble" costumes or suits now so popular. The coats are usually in three quarter length with lovely linings and trimmings of braid, fur and embroidery, one, both or all. The lines may be straight, or the circular effect in evidence.

Short jackets are also featured. A very smart model in brown velvet shows the jacket in hip length bordered with embroidery. The dress repeats the trimming of the jacket.

Milady's street dress may be of faille, bengaline or broadcloth. Flannell is used in stripes, plaids or checks for day dresses made in simple but nicely tailored fashion. Shadow plaid in gray or brown tones is shown for youthful slender line dresses.

Both the tunic dress and the dress in coat style are in high favor, and both illustrate the Directoire tendency of prevailing modes, by way of revers, tiny capes, high flare collars and a higher waistline.

Sleeves on these dresses are usually long and fitted. Sleeves are indeed interesting this season, expressing so much variation in line and effect. One may have the sleeve plain and close fitting, or in peasant, melon or bishop style. One may use buttons, braid, fringe, fur or embroideries for trimming.

Costumes and dresses for formal occasions are shown in velvet, faille, bengaline, brocades and novelty silks, also in satin and crepe satin. In their style, there is a wide choice, the tubular, sheath, flare and circular effects all being in evidence. Such a dress may be beltless or worn with a string or crush girdle at low waistline or the finish may be at normal or raised waistline. On a straightline dress, embroidery placed a little above the usual waistline is effective in expressing a raised effect. Sometimes double or triple belts indicate the natural waistline. On some of the new sports or tailored frocks very wide belts are shown.

For a formal or informal afternoon dress one may have a black satin slip over which a lace tunic blouse is worn.

4935. Misses' and Juniors' Frock.

Cut in 4 Sizes: 14, 16, 18 and 20 years. A 16 year size requires $3\frac{1}{2}$ yards of plain material 40 inches wide, and $1\frac{1}{4}$ yard of embroidery or lace, 9 inches wide, if made as illustrated. The width of the skirt at the foot is $2\frac{1}{4}$ yards. Price 12c.

4941. Child's Dress.

Cut in 4 Sizes: 4, 6, 8 and 10 years. A 6 year size made with long sleeves requires $2\frac{1}{4}$ yards of 40 inch material. If made with short sleeves $1\frac{1}{2}$ yard will be required. Price 12c.

4788. An "Up To Date" Doll.

Cut in 3 Sizes: 16, 18 and 20 inches in length. A 16 inch doll will require $\frac{1}{2}$ yard of 32 inch material. Cap and Jacket will require $\frac{1}{2}$ yard, and the Trousers $\frac{1}{4}$ yard. Price 12c.

4925. Ladies' House Dress.

Cut in 7 Sizes: 34, 36, 38, 40, 42, 44 and 46 inches bust measure. A 38 inch size requires 4 yards of 40 inch material if made with long sleeves. If with short sleeves $3\frac{3}{4}$ yards will be required. The width of the dress at the foot is $1\frac{1}{4}$ yard. Price 12c.

4917-4628. Ladies' Costume.

Blouse 4917 cut in 7 Sizes: 34, 36, 38, 40, 42, 44 and 46 inches bust measure. $3\frac{3}{4}$ yards of 40 inch material will be required for a 38 inch size. Bodice Skirt 4628 cut in 4 Sizes: Small, 34-36; Medium, 38-40; Large, 42-44; Extra Large, 46-48 inches bust measure. A Medium size requires $4\frac{1}{4}$ yards of 40 inch material. If bodice is made of lining or other contrasting material $1\frac{1}{2}$ yard 32 inches wide is required. The width of the Skirt at the foot, with plaits extended is $2\frac{1}{4}$ yards. TWO separate patterns 12c FOR EACH pattern.

4939. Girls' Dress.

Cut in 4 Sizes: 6, 8, 10 and 12 years. A 10 year size requires $2\frac{3}{4}$ yards of one material 36 inches wide. Price 12c.

4920. Child's Out Door Garment.

Cut in 4 Sizes: 2, 3, 4 and 6 years. A 4 year size requires $2\frac{3}{4}$ yards of 36 inch material. Price 12c.

4611. Ladies' "Cover All" Apron.

Cut in 4 Sizes: Small, 34-36; Medium, 38-40; Large, 42-44; Extra Large, 46-48 inches bust measure. A Medium size requires $3\frac{1}{4}$ yards of 36 inch material. Price 12c.

FASHION BOOK NOTICE

Send 12c in silver or stamps for our UP-TO-DATE FALL AND WINTER 1924-1925 BOOK OF FASHIONS, showing color plates, and containing 500 designs of Ladies', Misses' and Children's Patterns, a CONCISE and COMPREHENSIVE ARTICLE ON DRESSMAKING, ALSO SOME POINTS FOR THE NEEDLE (illustrating 30 of the various, simple stitches) all valuable hints to the home dressmaker.

Send to Dept. M. C. BEAUTY PATTERN CO.,
1188-90 Fulton St., Brooklyn, N. Y.

Let Us Serve You!

IF you are in need of financial advice, want help with your income tax, or just want a dependable and trustworthy institution to deal with, you will always find this bank willing and anxious to serve you.

THE PEOPLES STATE BANK

Branches Throughout Detroit

To be well dressed and neat in appearance, order **BATCHELDER MADE UNIFORMS**



**QUALITY & STYLE MAKE
BATCHELDER MADE UNIFORMS
A SOURCE OF SATISFACTION
TO EVERY WEARER.**

For Sale by Dealers
WRITE FOR SAMPLE

FRED M. BATCHELDER CO.
120 HARRISON AVENUE
BOSTON

For
USE IN LIBRARY
DO NOT REMOVE
FROM LIBRARY

